

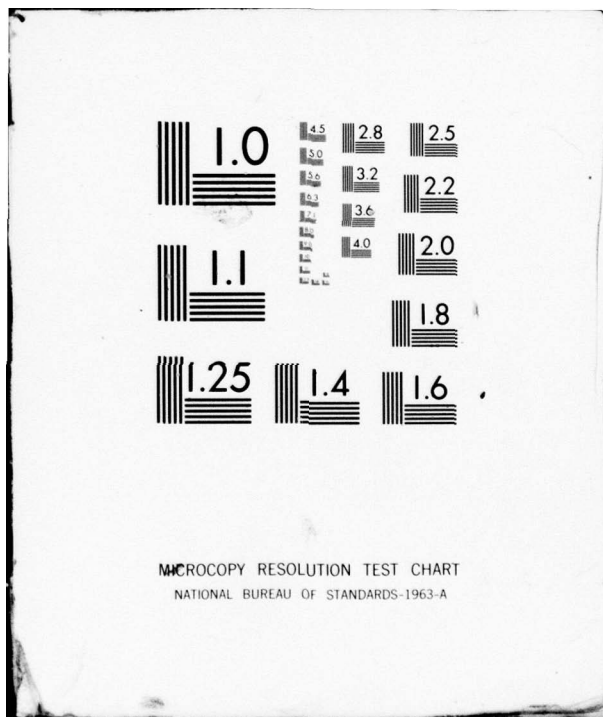
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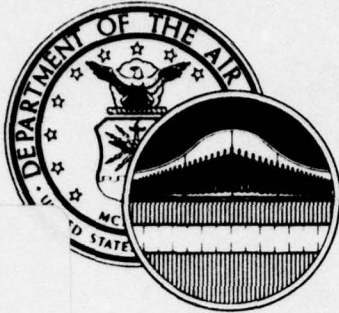






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# OCCUPATIONAL SURVEY REPORT



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*6* VETERINARY CAREER LADDER  
AFS 908X0.

AFPT 90-908-410

*11* MARCH 1980

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OCCUPATIONAL ANALYSIS PROGRAM  
USAF OCCUPATIONAL MEASUREMENT CENTER  
AIR TRAINING COMMAND  
RANDOLPH AFB, TEXAS 78148

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## PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Veterinary (AFS 908X0) career ladder. The report was prepared for HQ USAF in response to their request for occupational data on the tasks and job performed by 908X0 personnel, with primary emphasis on the jobs performed by personnel possessing SEI 491. Authority for conducting surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Computer Programming Branch, Technical Services Division, AFHRL.

The Air Force occupational survey program has been in existence since 1956 when initial research was undertaken by AFHRL (Air Force Systems Command) to develop a methodology for gathering and analyzing occupational information. In 1967, an operational occupational survey program was established within the Air Training Command and surveys were produced annually for 12 enlisted specialties. In 1972, the program was expanded to conduct occupational surveys covering 51 career fields annually. In late 1976, the program was again expanded to include the survey of officer utilization fields, to permit special management applications projects, and to support interservice or joint service occupational analysis.

The survey instrument used in the present project was developed by Chief Master Sergeant Theodore Wilcox, Inventory Development Specialist. Second Lieutenant Gordon J. Curphy and Ms. Sharon K. Garcia analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention to the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF  
Commander  
USAF Occupational Measurement  
Center

WALTER E. DRISKILL, Ph.D.  
Chief, Occupational Survey Branch  
USAF Occupational Measurement  
Center

## SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to Veterinary (AFSC 908X0) personnel worldwide. Survey results are based on the responses from 690 AFS 908X0 incumbents (76 percent of assigned). A majority of the incumbents surveyed were assigned to TAC, SAC, MAC, AFSC, or ATC.
2. Career Ladder Structure: DAFSC 908X0 personnel spend a majority of their job time performing subsistence inspection, food facilities sanitation, and animal medical care tasks. The six major groups of jobs and four smaller independent job types were differentiated primarily on the varying amount of time spent on the various functions. The six clusters were Veterinary Clinic Personnel, Food Inspectors, Veterinary Services Supervisors, Medical Evaluation Personnel, Animal Research Personnel, and Animal Services Personnel. The Food Inspectors made up the largest cluster (27 percent of sample) and concentrated primarily on performing various aspects of subsistence inspection.  
The four independent job types identified were Animal Medical Care and Food Inspection Personnel, Warehouse Inspection Personnel, Offshore Quality Control Supervisors, and Veterinary Instructors. The Offshore Quality Control Supervisors were performing a unique job in that these incumbents were responsible for performing various specialized subsistence inspections in Europe.
3. Career Ladder Progression: Performing subsistence inspections, medically evaluating food serving facilities, and performing animal medical care tasks were indicative of AFS 90830/50 personnel. Seven-skill level personnel perform many of the same technical tasks as 90830/50 personnel, but also spend job time performing supervisory tasks. AFS 90890 and CEM Code 90800 personnel were primarily supervisors or managers, with very little time being spent on technical tasks.
4. TAFMS Groups: The typical trend of increasing percentage of time spent on supervisory tasks with increasing months TAFMS was noted. First enlistment incumbents (1-48 months TAFMS) perform a technical job involving primarily subsistence inspection tasks. Also, it was interesting to note that reenlistment intentions for first enlistment incumbents were somewhat greater than the first enlistment incumbents in other medical related career areas.
5. AFR 39-1 Evaluation: The 3-, 5-, 7-, and 9-skill level descriptions were found to provide a clear overview of the 908X0 career ladder.
6. Analysis of CONUS Versus Overseas Groups: Very few differences in tasks were noted between the two groups. The main difference seemed due to the different classes of subsistence inspections performed due to the different locations of these groups. Another interesting note is the somewhat higher reenlistment intentions for overseas incumbents.
7. SEI 491 and SEI 498 Personnel: Those SEI 491 incumbents working in a SEI 491 position were performing jobs involving animal research. SEI 491 personnel not working in a SEI 491 position were performing jobs consisting



primarily of subsistence inspection tasks. SEI 498 personnel working in a SEI 498 position were performing various specialized subsistence inspections tasks. Those incumbents not in a SEI 498 position were not performing the specialized subsistence tasks, but instead seemed to be first-line subsistence inspection supervisors.

8. Major Command Comparison: AFLC personnel were differentiated by the larger percentage of time spent performing Class 4-9 inspections of operations rations. A larger percentage of AFSC respondents spent time performing animal research tasks. USAFE incumbents were unique due to the specialized subsistence inspection tasks some of them performed. PACAF incumbents were differentiated due to the small percentage of time spent performing Class 4 and 8 subsistence inspections.

9. Implications: The 908X0 career field will see some substantial changes in the next few years. The data in this report seems to indicate that some of these changes may have an adverse effect on recruiting and job satisfaction of Veterinary personnel.

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OCCUPATIONAL SURVEY REPORT  
VETERINARY CAREER LADDER  
(AFSC 908X0)

INTRODUCTION

This is a report of an occupational survey of the Veterinary career ladder (AFS 908X0) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in February 1980. Previous surveys of the 908X0 career ladder were published in 1970 and 1976.

Historically, the Veterinary career ladder has been in existence since May 1951. A 9-skill level designation was authorized in February 1960. Since that time, the career ladder remained relatively stable until 1976 when members of the Animal Specialist Career Ladder (908X1) were merged into the ladder. The CEM Code 90800 was recently authorized in October 1978, and is still in use at this time.

The basic job of 908X0 personnel, as described by AFR 39-1, is to perform various veterinary support services for the Air Force on a world-wide basis. Generally, this includes performing various subsistence inspections, food facilities inspections, and assisting with animal medical care activities. In order to properly perform these services, all personnel in this career ladder must attend the basic Veterinary and Food Inspection courses taught at Brooks AFB and Ft. Sam Houston, both located in San Antonio, Texas. The courses are approximately three and one-half and eight weeks in length respectively, with approximately 200 incumbents a year successfully entering the Veterinary career ladder.

The Veterinary career ladder has two authorized Special Experience Identifiers (SEIs), SEI 491 and SEI 498. SEI 491 incumbents perform a unique job in that they are responsible for supporting ongoing animal research programs. This Special Experience Identifier is awarded to those incumbents who previously possessed DAFSC 908X1 or to those incumbents who are selected to attend and successfully complete the Basic Animal Technician course taught at Brooks AFB, Texas. SEI 498 personnel are generally stationed overseas, and perform many of the specialized subsistence inspections that United States Department of Agriculture (USDA) or Department of Commerce (USDC) personnel normally perform in the United States. Because many foreign countries do not have the same standards of food inspection as the United States, SEI 498 personnel help insure that subsistence items bought by foreign firms for consumption at overseas bases meet U.S. standards. This Special Experience Identifier is awarded to 908X0 personnel who first complete either the Offshore Procurement Course taught at Ft. Sam Houston, Texas, or the six months of on-the-job (OJT) training at Lakenheath, England. Once either of these two programs are completed, incumbents must spend a year in full-time origin food producing activities in order to be a fully qualified SEI 498.

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## Objectives

The current project was requested by HQ USAF in order to identify the types of jobs performed by 908X0 personnel, with emphasis on the personnel possessing SEI 491. Topics discussed in this report include: (1) survey methodology; (2) job structure within the ladder; (3) an analysis of skill level groups; and (4) a comparison of the results of the current survey with previous surveys.

## SURVEY METHODOLOGY

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-908-410. As a starting point, tasks from the previous 908X0 inventories were reviewed for inclusion in a new AFS 908X0 task list. A new tentative task list was then formulated which included useable tasks from these prior inventories as well as new tasks obtained from a thorough research of current specialty publications and directives. This tentative task list was then taken out to the field to be validated by subject matter specialists working in operational units, as well as by personnel at the Technical Training school located at Brooks AFB. From this review process, a final inventory was developed consisting of 515 tasks grouped under 13 duty headings.

### Survey Administration

During the period September to December 1979, job inventories were administered to all DAFSC 908X0 personnel at operational units both in CONUS and overseas by local consolidated base personnel offices. Personnel were selected from Uniform Airman Record (UAR) data tapes generated by the Air Force Manpower and Personnel Center (AFMPC) and maintained by the Air Force Human Resources Laboratory (AFHRL).

The 908X0 job inventory consisted of two sections: (1) a background section which included questions about such items as job satisfaction, equipment used, or the reenlistment intentions of the survey respondents, and (2) a task section listing all tasks which could be performed by career ladder personnel. Incumbents first checked the tasks they performed and then rated each task on a nine-point scale showing time spent on that task as compared to all other tasks checked. The rating scale ranged from one (very small amount of time spent) to nine (very large amount of time spent), with a rating of five representing an average amount of time spent performing a task.

To determine the relative amount of time an incumbent spends on each task, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job. The ratings are then summed and each task rating is then divided by the total number of task responses and the quotient is multiplied by 100. This procedure provides a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent.

### Survey Sample

Personnel were selected to participate in this survey so as to insure an accurate representation across all MAJCOM and paygrade groups. Seventy-six percent (690) of the 911 incumbents assigned to the 908X0 career ladder were sampled. Table 1 reflects the distribution of both the career ladder members and the survey sample across commands. Table 2 lists paygrade group distribution, while Table 3 lists the sample distribution by Total Active Federal Military Service (TAFMS) groups. As shown in these tables, the survey sample had a balanced distribution across MAJCOMs, paygrades groups, and TAFMS groups, and provided adequate representation of the career ladder population as a whole.

TABLE 1  
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
SAC	18	18
TAC	13	17
USAFE	12	12
AFSC	12	11
MAC	10	11
ATC	10	9
PACAF	7	7
AFLC	5	5
AAC	1	1
OTHER	<u>12</u>	<u>9</u>
TOTAL	100	100

\* AS OF DECEMBER 1979

TABLE 2

## PAYGRADE REPRESENTATION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	29	28
E-4	20	20
E-5	23	25
E-6	14	15
E-7	10	9
E-8	3	2
E-9	<u>1</u>	<u>1</u>
TOTAL	100	100

\* AS OF DECEMBER 1979

TABLE 3

## TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>MONTHS IN THE SERVICE</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>241+</u>
NUMBER IN AFS 908X0 SAMPLE	277	126	98	81	69	37
PERCENT OF AFS 908X0 SAMPLE	40%	18%	14%	12%	10%	5%



### Task Factor Administration

In addition to completing a job inventory booklet, selected senior 908X0 personnel were also asked to complete a second booklet for either training emphasis or task difficulty. The task difficulty and training emphasis rating booklets are processed separately from the job inventories and these ratings may be used in a number of different analyses discussed in more detail within the report.

Task Difficulty. Each individual completing a task difficulty booklet was asked to rate all of the tasks on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average incumbent to learn to do the task. Ratings were then adjusted so that tasks of average difficulty have a rating of 5.00.

Task difficulty ratings were independently collected from 44 experienced 7- or 9-skill level personnel stationed worldwide (see Table 4). The interrater reliability (as assessed through components of variance of standardized group means) of .93 for these 908X0 raters suggests very good agreement as to which tasks were the most or least difficult. These data provide a relative ordering of tasks indicating the relative degree of difficulty for each task in the inventory.

Job Difficulty Index (JDI). After computing the task difficulty index for each item, it is then possible to compute a Job Difficulty Index (JDI) for the job groups identified in the survey analysis. This index provides a relative measure of which jobs, when compared to other jobs identified, are more or less difficult. An equation using the number of tasks performed and the average difficulty per unit time spent as variables are the basis for the JDI. The index ranges from one for very easy jobs to 25 for very difficult jobs. The indices are adjusted so that the average job difficulty index is 13.00. Thus, the more time a group spends performing difficult tasks, and the more tasks they perform, the higher will be their job difficulty index. The JDI ratings for the 908X0 career ladder can be found in the ANALYSIS OF TASK DIFFICULTY section of this report.

Training Emphasis. Individuals completing training emphasis booklets were asked to rate all of the tasks on a ten-point scale ranging from no training required to extremely heavy training. Training emphasis is a rating of tasks indicating where emphasis should be placed on structured training for first-term personnel. Structured training is defined as training provided at resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), Formal OJT, or any other organized training method. Training emphasis data was independently collected from 94 experienced 7- or 9-skill level personnel stationed worldwide (see Table 4). The interrater reliability (as assessed through components of variance of standardized group means) for these 908X0 raters was extremely good (.99), indicating there was very high agreement among raters as to which tasks require some form of structured training and which did not. In this specialty, tasks rated highest in training emphasis have ratings of 4.4 or above; the average training emphasis rating is 2.4; and those tasks with ratings below 1.0 can be considered as recommended for no or very little emphasis in training.

When used in conjunction with other factors, such as percent members performing, the task difficulty and training emphasis ratings can help provide an insight into the appropriate method of training. This may help validate the lengthening or shortening of specific units of instruction in various training programs.

TABLE 4

COMMAND REPRESENTATION OF 908X0 TASK DIFFICULTY AND  
TRAINING EMPHASIS RATERS

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF TASK DIFFICULTY RATERS</u>	<u>PERCENT OF TRAINING EMPHASIS RATERS</u>
SAC	18	22	11
TAC	13	11	13
USAFE	12	17	10
AFSC	12	15	10
MAC	10	6	11
ATC	10	6	6
PACAF	7	4	6
AFLC	5	4	2
AAC	1	*	1
OTHER	12	15	30
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* DENOTES LESS THAN ONE PERCENT



## CAREER LADDER STRUCTURE

A key aspect of the occupational survey program is to examine the job structure of the career ladder on the basis of what people are actually doing in the field, rather than on the basis of how official career ladder documents say they are structured. The analysis of actual job structure is made possible by the use of the Comprehensive Occupational Data Analysis Programs (CODAP). By using CODAP, job functions are identified on the basis of similarity in tasks performed and relative time spent performing the tasks.

The specialty structure analysis process consists of determining the functional job structure of career field personnel in terms of job types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled independent job types.

### Specialty Structure Overview

The job structure for the Veterinary career ladder was determined by performing a job type analysis of the 690 survey respondents. Personnel in this career ladder basically fall into three categories of jobs, which involve either food inspection, animal medical care, medical evaluation of food serving facilities, or a combination of these functions.

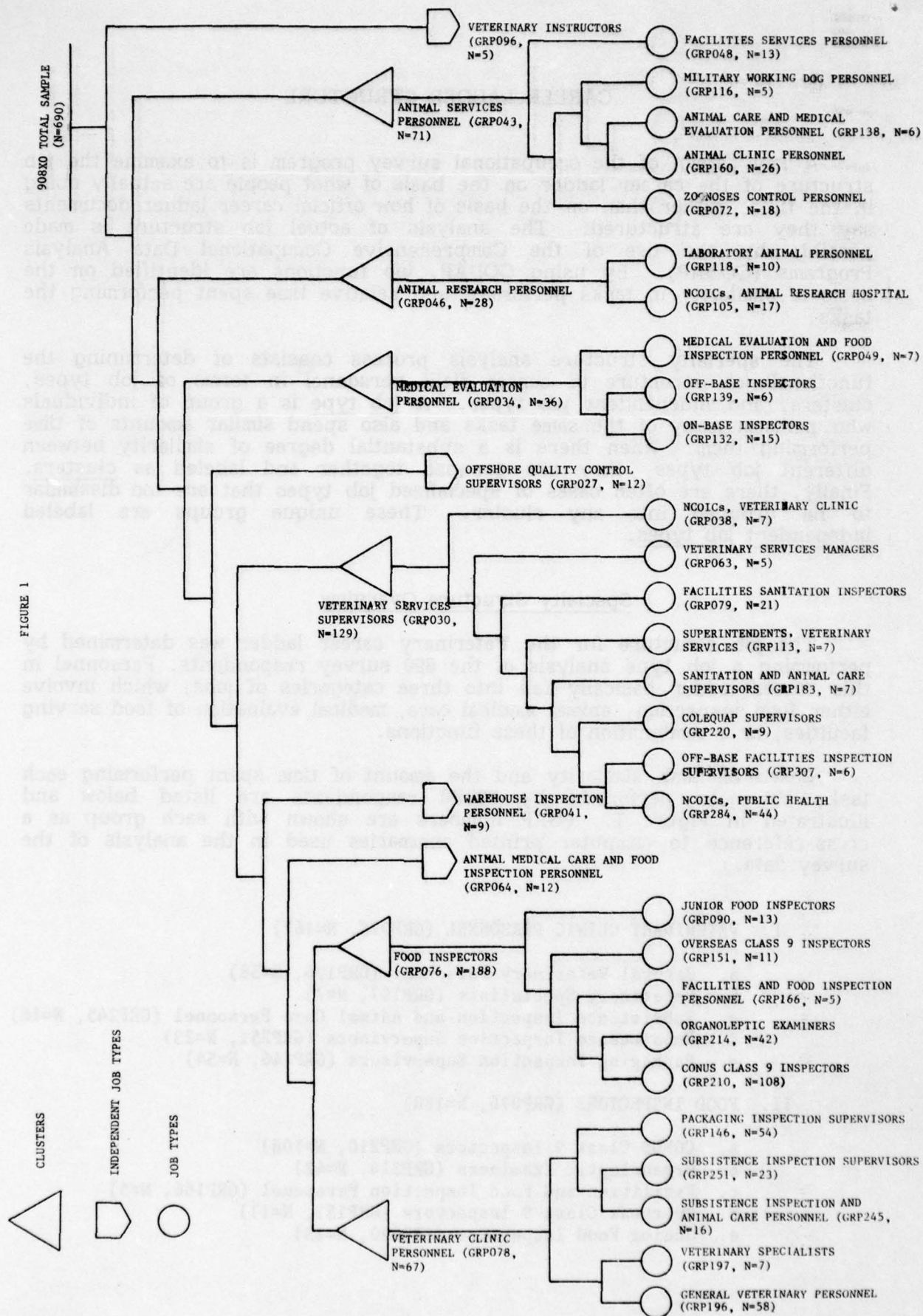
Based on task similarity and the amount of time spent performing each task, the jobs performed by 908X0 respondents are listed below and illustrated in Figure 1. (GRP numbers are shown with each group as a cross-reference to computer printed summaries used in the analysis of the survey data.)

#### I. VETERINARY CLINIC PERSONNEL (GRP078, N=167)

- a. General Veterinary Personnel (GRP196, N=58)
- b. Veterinary Specialists (GRP197, N=7)
- c. Subsistence Inspection and Animal Care Personnel (GRP245, N=16)
- d. Subsistence Inspection Supervisors (GRP251, N=23)
- e. Packaging Inspection Supervisors (GRP146, N=54)

#### II. FOOD INSPECTORS (GRP076, N=188)

- a. CONUS Class 9 Inspectors (GRP210, N=108)
- b. Organoleptic Examiners (GRP214, N=42)
- c. Facilities and Food Inspection Personnel (GRP166, N=5)
- d. Overseas Class 9 Inspectors (GRP151, N=11)
- e. Junior Food Inspectors (GRP090, N=13)





- III. ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL (GRP064, N=12)
- IV. WAREHOUSE INSPECTION PERSONNEL (GRP041, N=9)
- V. VETERINARY SERVICES SUPERVISORS (GRP030, N=129)
  - a. NCOICs, Public Health (GRP284, N=44)
  - b. Off-Base Facilities Inspection Supervisors (GRP307, N=6)
  - c. COLEQUAP Supervisors (GRP220, N=9)
  - d. Sanitation and Animal Care Supervisors (GRP183, N=7)
  - e. Superintendents, Veterinary Services (GRP113, N=7)
  - f. Facilities Sanitation Inspectors (GRP079, N=21)
  - g. Veterinary Services Managers (GRP063, N=5)
  - h. NCOICs, Veterinary Clinic (GRP038, N=7)
- VI. OFFSHORE QUALITY CONTROL SUPERVISORS (GRP027, N=12)
- VII. MEDICAL EVALUATION PERSONNEL (GRP034, N=36)
  - a. On-Base Inspectors (GRP132, N=15)
  - b. Off-Base Inspectors (GRP139, N=6)
  - c. Medical Evaluation and Food Inspection Personnel (GRP049, N=7)
- VIII. ANIMAL RESEARCH PERSONNEL (GRP046, N=28)
  - a. NCOICs, Animal Research Personnel (GRP105, N=17)
  - b. Laboratory Animal Personnel (GRP118, N=10)
- IX. ANIMAL SERVICES PERSONNEL (GRP043, N=71)
  - a. Zoonoses Control Personnel (GRP072, N=18)
  - b. Animal Clinic Personnel (GRP160, N=26)
  - c. Animal Care and Medical Evaluation Personnel (GRP138, N=6)
  - d. Military Working Dog Personnel (GRP116, N=5)
  - e. Facilities Services Personnel (GRP048, N=13)
- X. VETERINARY INSTRUCTORS (GRP096, N=5)

The respondents forming these job types and clusters account for 93 percent of the survey sample. The remaining seven percent of the sample consists of unique jobs which did not group with any of the job types or clusters described above. Some of the titles held by the remaining four percent were: Superintendent, Veterinary Services, Veterinary Anesthesiology, Veterinary Technician, NCOIC, Plans and Programs, and Veterinary Specialist Inspector. These personnel did not group with any cluster or job type because of either the unique job they performed or in the manner in which they perceived their job.

#### Cluster and Independent Job Type Descriptions

Brief descriptions of each cluster and independent job type are presented below. The three tables at the end of this section reveal additional information about the groups identified. Table 5 reveals the relative percent



time spent on duties, and helps to identify which functional areas personnel in the clusters and independent job types concentrate on. For example, Animal Research Personnel spend 27 percent of their job time on animal research tasks, while Food Inspectors spend 80 percent of their time performing subsistence inspection tasks. Table 6 yields various background information about the groups identified, such as average paygrade, DAFSC, and percent in first enlistment. For example, 80 percent of the Veterinary Instructors hold DAFSC 90870, and have an average paygrade of 6.0. Finally, Table 7 reveals job satisfaction data for the groups identified. In this case, 63 percent of the Food Inspectors plan to reenlist, and 67 percent find their job interesting.

Also included in this report are two appendices which reflect more detailed information on the Veterinary career ladder structure. Appendix A displays various duty, background, and job satisfaction information about the job types identified in each of the clusters found in the Veterinary career ladder in addition to a brief job description for each of the job types identified. Appendix B lists common tasks performed by all of the clusters and independent job types identified in this section.

I. VETERINARY CLINIC PERSONNEL. This group of 167 incumbents is the second largest group identified in the analysis. These incumbents perform a large average number of tasks (157). The largest percentage of their time is spent on food inspection, but they also perform animal medical care and medical evaluations of food serving facilities. They typically inspect damaged subsistence items, perform organoleptic examinations, microscopically examine fecal samples, and evaluate on-base food serving facilities.

II. FOOD INSPECTORS. This cluster of 188 respondents is the largest group in the sample. These incumbents spend 80 percent of their job time performing various aspects of food inspection, such as performing Class 4 inspections of eggs, test weighing subsistence items, performing Class 8 inspections of dairy products, and recommending rejections of subsistence items to contracting or commissary officer. Seventy-two percent of these incumbents hold a 5-skill level.

III. ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL. These 12 incumbents concentrate primarily on subsistence inspection and animal medical care. They microscopically examine fecal samples, perform Class 4 inspections of meat, safeguard food inspection stamps, and set up instrument packs for autoclaving. These incumbents were differentiated from the Veterinary Clinic Personnel due to the greater percentage of time spent performing animal medical care and the substantially lower number of tasks performed. All of these incumbents hold the 3- or 5-skill level.

IV. WAREHOUSE INSPECTION PERSONNEL. These nine personnel perform the same basic job as that of the Food Inspectors identified earlier. However, a somewhat larger percentage of these incumbents perform Class 9 subsistence inspections, which are the inspections associated with warehouse subsistence items. Common tasks include performing Class 9 inspections of miscellaneous subsistence items, eggs, or meat, determining expected shelf life or conditions of goods, or inspecting sanitary conditions of containers or vehicles.

V. VETERINARY SERVICES SUPERVISORS. This fairly large group of 129 NCOs are the supervisors or managers of the career ladder. Eighty-four percent hold the 7- or 9-skill level or CEM Code 90800, with 64 percent holding the 7-skill level. The largest percentage of their time (61 percent) is spent performing supervisory tasks, such as determining work priorities, planning or scheduling work assignments, evaluating inspection reports or procedures, or conducting OJT. However, these incumbents also perform many technical tasks, such as performing Class 4 inspections of eggs and base dining facilities.

VI. OFFSHORE QUALITY CONTROL SUPERVISORS. Ten of these 12 incumbents work in an SEI position, but only eight members actually hold the 498 SEI. These incumbents are responsible for the Class 3 inspections of meat for United States military installations in Europe. All of these incumbents are stationed at Lakenheath, England, and typically perform Class 3 inspections of meat, inspect packing or packaging, advise contractors, medical, and environmental personnel of common food or health problems, or inspect off-base food establishments. Fifty percent of these incumbents hold the 5-skill level, 42 percent the 7-skill level, and one incumbent holds DAFSC 90890.

VII. MEDICAL EVALUATION PERSONNEL. These 36 incumbents spend 50 percent of their job time performing the food service and storage facilities inspections for the Air Force. They typically perform medical evaluations of on-base food serving facilities or vending machines, perform finger plate cultures of food handlers, and evaluate dishwashing methods or procedures. Seventy-five percent hold the 5-skill level.

VIII. ANIMAL RESEARCH PERSONNEL. Ninety-six percent of the incumbents in this cluster possess SEI 491. These respondents work primarily at Brooks AFB or Lackland AFB, and are responsible for supporting the animal research programs at these bases. They typically calculate drug dosages, administer anesthetics by intramuscular methods, weigh animals, and perform health checks on laboratory animals. It is interesting to note that 56 percent of these incumbents previously held DAFSC 908X1.

IX. ANIMAL SERVICES PERSONNEL. These 71 respondents typically work in the base Veterinary office and are responsible for performing animal medical care for pets. They administer injections or immunizations by subcutaneous methods, prepare fecal samples for examination, take temperatures, and maintain cleanliness in small animal clinics. Many of the tasks performed by these incumbents are the same as those performed by Animal Research personnel. The greatest difference seems to be the type of animals worked upon, i.e., pets versus laboratory animals.

X. VETERINARY INSTRUCTORS. All five of these incumbents work at Brooks AFB and are responsible for teaching various aspects of Veterinary services. Common tasks these incumbents perform include conducting formal classroom training, writing test questions, developing course curricula or Plans of Instruction (POI), and counseling trainees on training progress. Four of these incumbents hold DAFSC 90870, with the other instructor holding a 9-skill level.



### Structure Summary

The Veterinary specialty is basically divided into three functional areas, which include subsistence inspections, medical evaluation of food service facilities, and animal medical care. Subsistence inspection tasks seem to be the most common, with almost all 908X0 incumbents performing these inspections to some degree.

As expected, the structure appears to have remained relatively stable since the last occupational survey, with no new groups identified. It is interesting to note the analysis of job structure reveals both SEI 491 and 498 personnel are, in fact, performing unique jobs in the career field, and these jobs involve specialized subsistence inspections and animal research.

A review of job interest and related data (see Table 7) suggests that overall, veterinary personnel are highly interested in their jobs; however, fewer of the Food Inspectors group find their jobs interesting than do Veterinary Clinic or Animal Research Personnel. The only group with extremely low job interest was the very small group specializing in warehouse inspections. Members of most job groups also expressed feelings that their talents and their training were being utilized. Again, however, the Food Inspectors had a slightly lower level and the Warehouse Inspectors had a markedly low percent who felt they were using their talents and their training. These job interest indicators reinforce the picture of the Warehouse Inspector Personnel having a very routine and narrow job. Most other groups appear to have broader, more interesting jobs and had substantial percentages who said they would probably reenlist.

TABLE 5  
RELATIVE PERCENT TIME SPENT ON DUTIES BY JOB CLUSTERS AND INDEPENDENT JOB TYPES

DUTIES	VETERINARY CLINIC PERSONNEL (N=167)	FOOD INSPECTORS (N=188)	ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL (N=12)	WAREHOUSE INSPECTION PERSONNEL (N=9)	VETERINARY SERVICES SUPERVISORS (N=129)	OFFSHORE QUALITY CONTROL SUPERVISORS (N=12)	MEDICAL EVALUATION PERSONNEL (N=36)	ANIMAL RESEARCH PERSONNEL (N=28)	ANIMAL SERVICES PERSONNEL (N=71)	VETERINARY INSTRUCTORS (N=5)
ORGANIZING AND PLANNING	5	2	*	3	15	9	3	4	2	10
DIRECTING AND IMPLEMENTING	6	3	2	7	19	14	6	5	3	6
INSPECTING AND EVALUATING	5	2	*	2	16	12	5	4	3	9
TRAINING	4	1	*	*	11	5	7	3	2	65
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	3	1	4	1	5	2	5	3	4	10
PERFORMING SUBSISTENCE INSPECTIONS	46	80	42	77	12	55	14	*	6	*
PERFORMING ROUTINE MEDICAL EVALUATIONS OF STORAGE FACILITIES	9	7	13	8	13	2	50	*	8	*
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY	*	*	*	*	*	*	1	*	*	*
SUPPORT PROCEDURES	*	*	*	*	*	*	*	*	*	*
PERFORMING ANIMAL SERVICES AND ZOOUSES CONTROL PROCEDURES	4	1	8	*	3	*	2	*	12	*
PERFORMING ANIMAL MEDICAL CARE	16	2	26	*	5	*	6	52	54	*
SUPPORTING MILITARY WORKING DOG PROGRAMS	*	*	*	*	*	*	*	*	4	*
SUPPORTING ANIMAL RESEARCH PROGRAMS	*	*	*	*	*	*	*	27	*	*
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*	*	*	*	*	*	*	*

\* DENOTES LESS THAN ONE PERCENT

TABLE 6  
BACKGROUND INFORMATION BY CLUSTERS AND INDEPENDENT JOB TYPES

	VETERINARY CLINIC PERSONNEL	FOOD INSPECTORS	ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL	WAREHOUSE INSPECTION PERSONNEL	VETERINARY SERVICES SUPERVISORS	OFFSHORE QUALITY CONTROL SUPERVISORS	MEDICAL EVALUATION PERSONNEL	ANIMAL RESEARCH PERSONNEL	ANIMAL SERVICES PERSONNEL	VETERINARY INSTRUCTORS
AVERAGE NUMBER OF TASKS PERFORMED	157	69	70	33	112	39	40	123	80	35
AVERAGE PAY GRADE	4.6	3.9	3.1	3.7	6.3	5.2	4.4	4.7	3.8	6.0
AVERAGE NUMBER OF PERSONNEL SUPERVISED	1.2	.4	0	1.1	3.8	.4	.2	1.9	.2	.8
JOB DIFFICULTY INDEX (JDI)	16.6	11.3	9.4	8.3	16.7	11.8	8.7	13.0	9.0	12.9
DAFSC:										
90830	6%	13%	25%	22%	1%	-	11%	4%	14%	-
90850	61%	72%	75%	78%	15%	50%	75%	61%	69%	-
90870	32%	14%	-	-	64%	42%	6%	35%	17%	80%
90890	1%	-	-	-	18%	8%	4%	-	-	20%
CEM CODE 90800	-	1%	-	-	2%	-	4%	-	-	-
AVERAGE MONTHS IN CAREER LADDER	70	52	25	36	146	94	62	81	43	135
AVERAGE MONTHS TAFMS	93	66	29	39	190	117	82	98	55	158
PERCENT IN FIRST ENLISTMENT	42%	54%	83%	67%	3%	17%	42%	25%	64%	0%



TABLE 7  
JOB INTEREST AND RELATED DATA BY CLUSTERS AND INDEPENDENT JOB TYPES  
(PERCENT RESPONDING)

	VETERINARY CLINIC PERSONNEL	FOOD INSPECTORS	ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL	WAREHOUSE INSPECTION PERSONNEL	VETERINARY SERVICES SUPERVISORS	OFFSHORE QUALITY CONTROL SUPERVISORS	MEDICAL EVALUATION PERSONNEL	ANIMAL RESEARCH PERSONNEL	ANIMAL SERVICES PERSONNEL	VETERINARY INSTRUCTORS
I FIND MY JOB:										
DULL	6%	22%	-	56%	5%	8%	3%	7%	4%	-
SO-SO	13%	11%	-	22%	12%	-	14%	11%	14%	20%
INTERESTING	81%	67%	100%	22%	83%	92%	83%	82%	82%	80%
MY JOB UTILIZES MY TALENTS:										
NO RESPONSE	-	2%	-	-	-	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	12%	22%	17%	89%	8%	8%	16%	11%	13%	20%
FAIRLY WELL TO PERFECTLY	88%	76%	83%	11%	92%	92%	84%	89%	87%	80%
MY JOB UTILIZES MY TRAINING:										
NO RESPONSE	1%	1%	-	-	-	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	8%	14%	8%	89%	7%	25%	8%	32%	15%	-
FAIRLY WELL TO PERFECTLY	91%	85%	92%	11%	93%	75%	92%	68%	85%	100%
I PLAN TO REENLIST:										
NO	25%	19%	25%	33%	23%	8%	28%	32%	28%	-
PROBABLY NO	13%	18%	25%	33%	9%	8%	11%	14%	20%	-
PROBABLY YES	19%	30%	17%	34%	14%	33%	31%	21%	25%	80%
YES	43%	33%	33%	-	54%	51%	30%	33%	27%	20%

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups forms a part of each occupational analysis. The DAFSC analysis helps to identify differences among skill level groups within the 908X0 specialty. It also aids in the analysis of career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

The DAFSC analysis of the 908X0 career ladder will discuss the duties and tasks common to each skill level group, as well as tasks which best differentiate the 3-, 5-, 7-, and 9-skill level and CEM Code 90800 groups.

### DAFSC 908X0 Skill Level Comparisons

Three- and 5-skill level personnel were examined both on the basis of tasks and duties performed. In general the jobs performed by personnel in both skill levels were essentially the same, primarily involving subsistence inspections, animal medical care, and food service or storage facility inspections. Table 8 reveals that 3- and 5-skill level incumbents spend 79 percent of their job time on these three duties, with subsistence inspection tasks accounting for 48 percent of this time. Supervision duties account for only 17 percent of their total job time. Table 9 lists the most common tasks performed by 90830/50 personnel, such as safeguarding food stamps, performing Class 4 and Class 8 inspections of meat, and conducting Hobart fat analysis on Class 4, 5, and 8 ground meat items. All of these most common tasks performed by 90830/50 personnel involved some aspect of food inspection.

Seven-skill level personnel spend 43 percent of their job time performing supervisory duties. However, these incumbents still spend 46 percent of their total job time performing subsistence inspections, animal care, and food serving facility evaluations. Table 10 reveals the most common tasks performed by 90870 personnel. Most involve supervision or some aspect of subsistence inspection, such as determining work priorities, developing work methods or procedures, safeguarding food stamps, and performing organoleptic examinations.

The greatest duty differences between the two skill level groups occur in both the supervision and subsistence inspection duties. DAFSC 90830 and 90850 personnel spend only 17 percent of their job time performing supervisory duties, compared to 43 percent for 7-skill level incumbents. In terms of subsistence inspections, 90830 and 90850 personnel spend 48 percent of their job time performing this duty while 90870 personnel spent only 28 percent of their time on the same duty.

Task differences were also noted between DAFSC 90850 and 90870 incumbents (see Table 11). Food inspection tasks, such as performing Class 4 inspections of meat, are more indicative of 5-skill level incumbents, while supervisory tasks, such as preparing APRs or scheduling leaves or passes, are performed by a larger percentage of 90870 incumbents. The jobs performed by 90850 and 90870 personnel seem to be very similar with only the supervisory tasks separating the two groups.



DAFSC 90830 and CEM Code 90800 personnel were combined due to the similarity of the tasks they performed and the low number of 90800 personnel. These personnel spend 65 percent of their job time performing supervisory duties. Table 12 lists the tasks which were performed by the greatest percentages of 90890 and CEM personnel. As expected, these tasks are primarily supervisory in nature, such as preparing APRs, determining work priorities, and scheduling leaves or passes. Some examples of the technical tasks these incumbents perform include preparing written reports of inspection of base food serving facilities and acting as a technical advisor to procurement officers.

A comparison of 90870 versus 90890 and CEM personnel reveals the greatest duty differences occur in the supervisory area. Seven-skill level incumbents reported spending 43 percent of their job time performing supervisory duties, while 90890 and CEM respondents spend 65 percent of their job time performing the same duties. Duty differences were also noted in the subsistence inspections and animal medical care areas, with 7-skill level incumbents spending 38 percent of their job time on these duties, and 90890 and CEM personnel spending only 15 percent of their time performing these duties. Some task differences were also noted, with supervisory tasks, such as evaluating suggestions and drafting job descriptions, being performed by greater percentages of 90890 and CEM personnel. Table 13 also reveals that a larger percentage of 7-skill level personnel perform subsistence inspection tasks, such as safeguarding food inspection stamps and performing Class 8 inspections of dairy products.

In addition to the skill level job descriptions above, Table 14 reveals the distribution of the DAFSC groups discussed above across the major job groups identified in the CAREER LADDER STRUCTURE section. This analysis aids in reviewing training requirements by showing which jobs are the most common for 3-skill levels, 7-skill levels, etc. As expected, a majority of DAFSC 90830 and 90850 incumbents seem to fall into the Veterinary Clinic Personnel and the Food Inspectors clusters. Seven-level incumbents are most prevalent in the Veterinary Clinic Personnel or Veterinary Services Supervisors clusters, although 27 of these incumbents are also in the Food Inspectors cluster. Finally, a large number of 90890 and CEM personnel are found in the Veterinary Services Supervisors cluster.

#### Summary

In the analysis of skill level groups, subsistence inspection and animal medical care tasks were indicative of 90830 and 90850 personnel. Seven-skill level personnel also spent job time performing subsistence inspection and animal medical care tasks, but in addition these incumbents spent 43 percent of their job time performing supervisory duties. DAFSC 90890 and CEM personnel spent 65 percent of their job on supervisory duties with the remainder spent primarily on subsistence inspection and medical evaluation of food service facilities duties.



TABLE 8

## RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	90830 AND 90850 PERSONNEL (N=442)	90870 PERSONNEL (N=205)	90890 AND CEM 90800 PERSONNEL (N=37)
ORGANIZING AND PLANNING	4	10	16
DIRECTING AND IMPLEMENTING	6	13	19
INSPECTING AND EVALUATING	3	11	19
TRAINING	4	9	11
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	3	5	7
PERFORMING SUBSISTENCE INSPECTIONS	48	28	13
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	12	8	9
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	*	*	*
PERFORMING ANIMAL SERVICES AND ZOOZOSES CONTROL PROCEDURES	4	3	2
PERFORMING ANIMAL MEDICAL CARE	19	10	2
SUPPORTING MILITARY WORKING DOG PROGRAMS	1	*	*
SUPPORTING ANIMAL RESEARCH PROGRAMS	1	1	1
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*

\* DENOTES LESS THAN ONE PERCENT

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSCs 90830 AND 90850 PERSONNEL  
(N=442)

TASKS	PERCENTAGE OF 3- AND 5-SKILL LEVEL MEMBERS PERFORMING
SAFEGUARD FOOD INSPECTION STAMPS	71
PERFORM ORGANOLEPTIC EXAMINATIONS	70
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	69
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	67
PERFORM CLASS 4 INSPECTIONS OF MEAT	67
PERFORM CLASS 4 INSPECTIONS OF EGGS	67
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	66
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	65
INSPECT DAMAGED SUBSISTENCE ITEMS	65
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	65
PREPARE REQUEST FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	64
PERFORM CLASS 8 INSPECTIONS OF MEAT	64
PREPARE REPORT OF INSPECTION OF SHELL EGGS FORMS (DD FORM 1237)	63
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	62
CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	62
INSPECT SUBSISTENCE ITEMS TO BE OFFERED FOR REDUCED PRICE SALES IN COMMISSARIES	60
COLLECT LABORATORY SAMPLES OF SUBSISTENCE ITEMS	60
PREPARE NET WEIGHT EXAMINATION RECORD FORMS (AF FORM 1237)	58
INSPECT PACKAGING OR PACKING	56
MAINTAIN TARE WEIGHT INFORMATION	56
PERFORM CLASS 9 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE ITEMS	56
DETERMINE EXPECTED SHELF LIFE OR CONDITION OF GOODS	56
PREPARE LABORATORY SAMPLES FOR SHIPMENT	56
PERFORM CLASS 8 INSPECTIONS OF EGGS	54
PERFORM CLASS 8 INSPECTIONS OF FRUITS OR VEGETABLES	54

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90870 PERSONNEL  
(N=205)

TASKS	PERCENTAGE OF 7-SKILL LEVEL MEMBERS PERFORMING
WRITE CORRESPONDENCE	85
DETERMINE WORK PRIORITIES	79
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	78
DEVELOP WORK METHODS OR PROCEDURES	74
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	73
SUPERVISE VETERINARY SPECIALISTS (AFSC 90850)	73
PLAN OR SCHEDULE WORK ASSIGNMENTS	73
PREPARE APRs	71
EVALUATE INSPECTION REPORTS OR PROCEDURES	67
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	65
SAFEGUARD FOOD INSPECTION STAMPS	64
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	64
CONDUCT OJT	63
PERFORM ORGANOLEPTIC EXAMINATIONS	63
INVENTORY TOOLS, EQUIPMENT, OR SUPPLIES	62
DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	60
INSPECT DAMAGED SUBSISTENCE ITEMS	58
MAKE RECOMMENDATIONS TO ACCOUNTABLE OFFICER BASED ON CONDITION OF GOODS	55
FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSITION OF DETERIORATED ITEMS	53
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	52
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	52
REVIEW REPORTS OF INSPECTION OF ON-BASE FOOD SERVING FACILITIES	51
EVALUATE COMPLIANCE TO WORK STANDARDS	51
PLAN OR PREPARE BRIEFINGS	51



TABLE 11

TASKS WHICH BEST DISTINGUISH DAFSCs 90830 AND 90850 VERSUS DAFSC 90870 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSCs 90830 AND 90850	DAFSC 90870	DIFFERENCE
PERFORM CLASS 4 INSPECTIONS OF MEAT	67	40	+27
PREPARE REPORT OF INSPECTION OF SHELL EGGS FORM (DD FORM 1237)	63	37	+26
PREPARE NET WEIGHT EXAMINATION RECORD FORMS (AF FORM 1553)	58	34	+24
INSPECT SUBSISTENCE ITEMS TO BE OFFERED FOR REDUCED PRICE SALES IN COMMISSARIES	60	37	+23
MAINTAIN TARE WEIGHT INFORMATION	56	34	+22
PREPARE LABORATORY SAMPLES FOR SHIPMENT	56	35	+21
TEST WEIGH SUBSISTENCE ITEMS	59	39	+20
PREPARE APRs	16	71	-55
SCHEDULE LEAVES OR PASSES	10	64	-54
SUPERVISE VETERINARY SPECIALISTS (AFSC 90850)	21	73	-52
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	23	73	-50
PLAN OR SCHEDULE WORK ASSIGNMENTS	24	73	-49
ASSIGN PERSONNEL TO DUTY POSITIONS	12	61	-49
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	29	77	-48

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90890 AND CEM CODE 90800 PERSONNEL  
(N=37)

TASKS	PERCENTAGE OF DAFSC 90890 AND CEM CODE 90800 MEMBERS PERFORMING
WRITE CORRESPONDENCE	86
PREPARE APRs	86
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	84
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	84
ASSIGN PERSONNEL TO DUTY POSITIONS	84
DEVELOP WORK METHODS OR PROCEDURES	84
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	84
EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	81
DETERMINE WORK PRIORITIES	81
PLAN OR SCHEDULE WORK ASSIGNMENTS	81
ESTABLISH PERFORMANCE STANDARDS	81
SCHEDULE LEAVES OR PASSES	81
DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	78
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	78
SUPERVISE VETERINARY TECHNICIANS (AFSC 90870)	78
EVALUATE INSPECTION REPORTS OR PROCEDURES	75
SUPERVISE CIVILIAN PERSONNEL	72
ACT AS A TECHNICAL ADVISOR TO PROCUREMENT OFFICERS	66
INDORSE AIRMAN PERFORMANCE REPORTS (APR)	63
REVIEW REPORTS OF INSPECTION OF BASE FOOD SERVING FACILITIES	59
INSPECT OFF-BASE FOOD ESTABLISHMENTS	59
PERFORM MEDICAL EVALUATIONS OF ON-BASE FOOD SERVING FACILITIES	53
PREPARE RECOMMENDATIONS FOR PROPER PRACTICES OR PROCEDURES FOR HANDLING OR STORING PERISHABLE GOODS	53
REVIEW INVITATIONS FOR BIDS (IFB) FOR SUBSISTENCE PRODUCTS	50

TABLE 13

TASKS WHICH BEST DISTINGUISH DAFSC 90870 VERSUS DAFSC 90890 AND CEM CODE 90800 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 90870	DAFSC 90890 AND CEM CODE 90800	DIFFERENCE
PREPARE REQUESTS FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	46	16	+30
PREPARE REPORT OF INSPECTION OF SUBSISTENCE PRODUCTS FORMS (DD FORM 1234)	44	16	+28
SAFEGUARD FOOD INSPECTION STAMPS	64	38	+26
CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	42	16	+26
PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	42	16	+26
PERFORM FINGER PLATE CULTURES OF FOOD HANDLERS	30	5	+25
PREPARE STATISTICAL SAMPLING PLANS FOR INSPECTION OF SUBSISTENCE ITEMS	36	11	+25
SUPERVISE VETERINARY TECHNICIANS (AFSC 90870)	36	78	-42
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	35	73	-38
EVALUATE SUGGESTIONS	25	62	-37
INTERVIEW PROSPECTIVE CIVILIAN EMPLOYEES	20	56	-36
PLAN SECURITY PROGRAMS	28	62	-34
INDORSE AIRMAN PERFORMANCE REPORTS (APR)	36	70	-34
DRAFT OR REVISE JOB DESCRIPTIONS	43	76	-33

TABLE 14

DAFSC DISTRIBUTION ACROSS MAJOR JOB GROUPS

JOB GROUPS	DAFSCs 90830 AND 90850 (N=442)	DAFSC 90870 (N=205)	DAFSC 90890 AND CEM CODE 90800 (N=37)
VETERINARY CLINIC PERSONNEL	112	53	1
FOOD INSPECTORS	160	27	1
ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL	12	-	-
WAREHOUSE INSPECTION PERSONNEL	9	-	-
VETERINARY SERVICES SUPERVISORS	21	82	25
OFFSHORE QUALITY CONTROL SUPERVISORS	6	5	1
MEDICAL EVALUATION PERSONNEL	31	3	2
ANIMAL RESEARCH PERSONNEL	18	10	-
ANIMAL SERVICES PERSONNEL	60	11	-
VETERINARY INSTRUCTORS	-	4	1



## COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data for the 908X0 career ladder were compared to the AFR 39-1 Specialty Descriptions, dated 1 September and 31 October 1978. These descriptions are intended to give a broad overview of the duties and tasks required to be performed by the various skill level personnel.

Overall, the 3-, 5-, and 9-skill level descriptions were found to provide a clear, concise overview of the major duties and tasks performed by these incumbents. The 7-skill level description was also found to be a good general overview; however, the description includes performing subprofessional phases of antemortem and postmortem inspection. This does not seem necessary since the USDA and USDC are now responsible for these inspections in the United States. Therefore, these tasks need to be reviewed for possible exclusion from the 7-skill level Specialty Description.

Finally, with the foreseeable changes the 908X0 career field will have in the near future, the 908X0 Specialty Descriptions can be expected to change many times over the next few years.

## ANALYSIS OF EXPERIENCE (TAFMS) GROUPS

In order to assess the normal pattern of change in jobs as a function of experience, differences in tasks performed at various points of service in the career ladder can be analyzed. In the Veterinary career ladder, no major deviations from the typical pattern of increasing time spent on supervisory tasks with increasing months TAFMS were noted. Junior airmen reported spending a greater percentage of their time on technical duties, such as performing subsistence inspections and animal medical care, while more senior incumbents spent a greater percentage of their time on supervisory duties (see Table 15).

Senior incumbents typically spent more time on supervisory tasks, such as preparing APRs or scheduling leaves or passes. However, technical tasks involving subsistence inspections, animal medical care, and evaluating food service facilities make up a majority of the job time for those incumbents with less than 192 months in the career ladder. Therefore, many of the senior incumbents in this career field seem to be working supervisors, i.e., perform both technical and supervisory tasks.

### First Enlistment Personnel

In addition to the general TAFMS analysis, first enlistment personnel were examined on the basis of tasks performed and various job satisfaction indices. Table 16 lists the most common tasks performed. It is interesting to note that all of the common tasks involve some aspect of food inspection, such as safeguarding food inspection stamps, performing Class 4 inspections of meat, or performing Class 8 inspections of fruits or vegetables.

908X0 first enlistment respondents were also examined on various job satisfaction indicators (see Table 17), including perceived job interest, perceived utilization of talents and training, and reenlistment intentions. The

TABLE 13

TASKS WHICH BEST DISTINGUISH DAFSC 90870 VERSUS DAFSC 90890 AND CEM CODE 90800 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 90870	DAFSC 90890 AND CEM CODE 90800	DIFFERENCE
PREPARE REQUESTS FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	46	16	+30
PREPARE REPORT OF INSPECTION OF SUBSISTENCE PRODUCTS FORMS (DD FORM 1234)	44	16	+28
SAFEGUARD FOOD INSPECTION STAMPS	64	38	+26
CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	42	16	+26
PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	42	16	+26
PERFORM FINGER PLATE CULTURES OF FOOD HANDLERS	30	5	+25
PREPARE STATISTICAL SAMPLING PLANS FOR INSPECTION OF SUBSISTENCE ITEMS	36	11	+25
SUPERVISE VETERINARY TECHNICIANS (AFSC 90870)	36	78	-42
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	35	73	-38
EVALUATE SUGGESTIONS	25	62	-37
INTERVIEW PROSPECTIVE CIVILIAN EMPLOYEES	20	56	-36
PLAN SECURITY PROGRAMS	28	62	-34
INDORSE AIRMAN PERFORMANCE REPORTS (APR)	36	70	-34
DRAFT OR REVISE JOB DESCRIPTIONS	43	76	-33

TABLE 14

DAFSC DISTRIBUTION ACROSS MAJOR JOB GROUPS

JOB GROUPS	DAFSCs 90830 AND 90850 (N=442)	DAFSC 90870 (N=205)	DAFSC 90890 AND CEM CODE 90800 (N=37)
VETERINARY CLINIC PERSONNEL	112	53	1
FOOD INSPECTORS	160	27	1
ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL	12	-	-
WAREHOUSE INSPECTION PERSONNEL	9	-	-
VETERINARY SERVICES SUPERVISORS	21	82	25
OFFSHORE QUALITY CONTROL SUPERVISORS	6	5	1
MEDICAL EVALUATION PERSONNEL	31	3	2
ANIMAL RESEARCH PERSONNEL	18	10	-
ANIMAL SERVICES PERSONNEL	60	11	-
VETERINARY INSTRUCTORS	-	4	1



## COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data for the 908X0 career ladder were compared to the AFR 39-1 Specialty Descriptions, dated 1 September and 31 October 1978. These descriptions are intended to give a broad overview of the duties and tasks required to be performed by the various skill level personnel.

Overall, the 3-, 5-, and 9-skill level descriptions were found to provide a clear, concise overview of the major duties and tasks performed by these incumbents. The 7-skill level description was also found to be a good general overview; however, the description includes performing subprofessional phases of antemortem and postmortem inspection. This does not seem necessary since the USDA and USDC are now responsible for these inspections in the United States. Therefore, these tasks need to be reviewed for possible exclusion from the 7-skill level Specialty Description.

Finally, with the foreseeable changes the 908X0 career field will have in the near future, the 908X0 Specialty Descriptions can be expected to change many times over the next few years.

## ANALYSIS OF EXPERIENCE (TAFMS) GROUPS

In order to assess the normal pattern of change in jobs as a function of experience, differences in tasks performed at various points of service in the career ladder can be analyzed. In the Veterinary career ladder, no major deviations from the typical pattern of increasing time spent on supervisory tasks with increasing months TAFMS were noted. Junior airmen reported spending a greater percentage of their time on technical duties, such as performing subsistence inspections and animal medical care, while more senior incumbents spent a greater percentage of their time on supervisory duties (see Table 15).

Senior incumbents typically spent more time on supervisory tasks, such as preparing APRs or scheduling leaves or passes. However, technical tasks involving subsistence inspections, animal medical care, and evaluating food service facilities make up a majority of the job time for those incumbents with less than 192 months in the career ladder. Therefore, many of the senior incumbents in this career field seem to be working supervisors, i.e., perform both technical and supervisory tasks.

### First Enlistment Personnel

In addition to the general TAFMS analysis, first enlistment personnel were examined on the basis of tasks performed and various job satisfaction indices. Table 16 lists the most common tasks performed. It is interesting to note that all of the common tasks involve some aspect of food inspection, such as safeguarding food inspection stamps, performing Class 4 inspections of meat, or performing Class 8 inspections of fruits or vegetables.

908X0 first enlistment respondents were also examined on various job satisfaction indicators (see Table 17), including perceived job interest, perceived utilization of talents and training, and reenlistment intentions. The

908X0 job satisfaction data were contrasted with a comparative sample of first enlistment personnel from all medical career ladders surveyed in 1978. (These sample career ladders included ladders in the following fields: 903X0, 904X0, 905X0, 907X0, 909X0, 914X0, 914X1, and 982X0.) When compared to the medical sample group, a slightly lower percentage of 908X0 first enlistment personnel perceived their job as interesting (76 percent) versus the 1978 comparative group. However, the largest differences between the two groups centered around reenlistment intentions, with a greater percentage of 908X0 first enlistment personnel planning to reenlist (47 percent) than the comparative medical sample.

In addition to the analysis of the common tasks performed and job satisfaction perceptions, first enlistment personnel were examined to determine which jobs they perform in the field. This analysis can aid training personnel in refining areas of instruction. Table 19 shows the first enlistment distribution across all major job groups identified in the CAREER LADDER STRUCTURE section. A large number of first enlistment personnel are in the Veterinary Clinic Personnel, Food Inspectors, or Animal Services Personnel clusters. The tasks performed and job descriptions of these three clusters should be closely examined by training personnel to help determine course curricula.

Overall, 908X0 first enlistment personnel perform primarily a subsistence inspection job. In addition, these respondents generally find their job slightly less interesting, but a greater percentage planned to reenlist, than the 1978 comparative sample.

TABLE 15

RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY TAFMS GROUPS

DUTIES	MONTHS TAFMS					
	1-48 (N=277)	49-96 (N=126)	97-144 (N=98)	145-192 (N=81)	193-240 (N=69)	241+ (N=37)
ORGANIZING AND PLANNING	2	5	6	10	13	15
DIRECTING AND IMPLEMENTING	3	7	9	13	16	17
INSPECTING AND EVALUATING	2	5	6	11	14	17
TRAINING	2	4	7	9	10	10
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	3	4	4	4	6	7
PERFORMING SUBSISTENCE INSPECTIONS	50	41	38	30	24	16
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	11	11	11	9	7	11
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	*	*	*	*	*	*
PERFORMING ANIMAL SERVICES AND ZOOSES CONTROL PROCEDURES	4	3	3	2	3	3
PERFORMING ANIMAL MEDICAL CARE	20	16	13	9	5	2
SUPPORTING MILITARY WORKING DOG PROGRAMS	1	1	*	*	*	*
SUPPORTING ANIMAL RESEARCH PROGRAMS	1	3	1	2	1	*
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*	*	*	*

\* DENOTES LESS THAN ONE PERCENT



TABLE 16

## REPRESENTATIVE TASKS PERFORMED BY 908X0 INCUMBENTS WITH 1-48 MONTHS TAFMS

TASKS	PERCENT MEMBERS PERFORMING (N=277)
SAFEGUARD FOOD INSPECTION STAMPS	71
INSPECT DAMAGED SUBSISTENCE ITEMS	70
PERFORM ORGANOLEPTIC EXAMINATIONS	70
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	68
PERFORM CLASS 4 INSPECTIONS OF MEAT	67
PERFORM CLASS 4 INSPECTIONS OF EGGS	67
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	66
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	65
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	65
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	65
PREPARE REQUESTS FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	64
PERFORM CLASS 8 INSPECTIONS OF MEAT	63
CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	62
PREPARE REPORT OF INSPECTION OF SHELL EGGS FORMS (DD FORM 1237)	62
PERFORM CLASS 8 INSPECTIONS OF FRUITS OR VEGETABLES	62
INSPECT SUBSISTENCE ITEMS TO BE OFFERED AT REDUCED PRICE SALES IN COMMISSARIES	61
PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	61
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	61
TEST WEIGH SUBSISTENCE ITEMS	61
PREPARE NET WEIGHT EXAMINATION RECORD FORMS (AF FORM 1553)	59
PERFORM CLASS 9 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	58
PERFORM CLASS 4 INSPECTIONS OF POULTRY	57
PERFORM CLASS 8 INSPECTIONS OF FISH OR SHELLFISH	57
PERFORM CLASS 8 INSPECTIONS OF EGGS	57
MAINTAIN TARE WEIGHT INFORMATION	57

TABLE 17

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND  
REENLISTMENT INTENTIONS OF PERSONNEL WITH 1-48 MONTHS TAFMS

	908X0 FIRST-TERM RESPONDENTS (N=277)	1978 COMPARATIVE SAMPLE MEDICAL CAREER LADDERS (N=1,700)
<u>I FIND MY JOB:</u>		
NOT REPORTED	0%	2%
DULL	13%	7%
SO-SO	11%	10%
INTERESTING	76%	81%
<u>MY JOB UTILIZES MY TALENTS:</u>		
NOT REPORTED	1%	1%
NOT AT ALL OR VERY LITTLE	19%	17%
FAIRLY WELL OR BETTER	80%	82%
<u>MY JOB UTILIZES MY TRAINING:</u>		
NOT REPORTED	1%	1%
NOT AT ALL OR VERY LITTLE	14%	14%
FAIRLY WELL OR BETTER	85%	85%
<u>DO YOU PLAN TO REENLIST:</u>		
NOT REPORTED	0%	2%
NO OR PROBABLY NO	53%	61%
YES OR PROBABLY YES	47%	37%

TABLE 18

FIRST ENLISTMENT PERSONNEL DISTRIBUTION ACROSS MAJOR JOB GROUPS

MAJOR JOB GROUPS	FIRST ENLISTMENT PERSONNEL (N=277)
VETERINARY CLINIC PERSONNEL	70
FOOD INSPECTORS	101
ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL	10
WAREHOUSE INSPECTION PERSONNEL	6
VETERINARY SERVICES SUPERVISORS	4
OFFSHORE QUALITY CONTROL SUPERVISORS	2
MEDICAL EVALUATION PERSONNEL	15
ANIMAL RESEARCH PERSONNEL	7
ANIMAL SERVICES PERSONNEL	45
VETERINARY INSTRUCTORS	-



## SEI 491 AND 498 PERSONNEL

As noted earlier, the merger of the Animal Specialist/Technician specialty (AFS 908X1) into the 908X0 specialty led to the creation of SEI 491, Animal Laboratory Technician. One objective of the current study was to examine the jobs and tasks performed by personnel holding SEI 491. More specifically, the analysis examined the jobs and tasks performed by SEI 491 personnel not working in an SEI 491 position. In addition, SEI 498 (Independent Duty-Veterinary) personnel were also examined to determine the types of jobs they perform.

### SEI 491 Personnel

SEI 491 personnel are responsible for supporting ongoing animal research programs. Those personnel with the 491 SEI working in an SEI 491 position typically perform tasks such as restraining animals by physical methods, calculating drug dosages, administering anesthetics by intravenous methods, and bandaging surgical wounds (see Table 19). Thus, the data supports the present SEI description in that a great percentage of their time is spent performing animal medical care and animal research tasks. As expected, a majority of these personnel are in the Animal Research Personnel cluster identified in the CAREER LADDER STRUCTURE section of this report.

Personnel with SEI 491 but not working in an SEI 491 position, however, seem to perform a job primarily involving subsistence inspection. These incumbents typically perform organoleptic examinations, safeguard food inspection stamps, perform Class 4 inspections of eggs or administer injections or immunizations by intramuscular methods (see Table 20). Very little of their time is spent performing animal medical care or animal research tasks. Thus, the survey data indicates that those SEI 491 personnel not working in an SEI 491 position are basically food inspectors. A large number of these personnel can be found in the Food Inspectors cluster in the CAREER LADDER STRUCTURE.

Table 21 lists those tasks which best differentiate SEI 491 personnel who are or are not working in an SEI 491 position. As expected from the above discussion, animal research tasks, such as passing naso-gastric tubes into research animals or maintaining individual laboratory animal records, are indicative of those incumbents working in an SEI 491 position, while subsistence inspection tasks, such as performing Class 8 inspections of meat or planning food inspection activities, are performed by a much greater percentage of those personnel not working in an SEI 491 position.

### SEI 498 Personnel

SEI 498 personnel are responsible for performing specialized subsistence inspections in overseas areas to insure the wholesomeness of overseas subsistence items. Personnel possessing SEI 498 usually are stationed in Europe, since the military installations in Europe buy a majority of their subsistence items locally. An examination of the tasks performed by those

SEI 498 personnel working in SEI 498 positions reveals these incumbents spend a majority of their job time on subsistence inspection or food serving facilities inspection tasks. They typically inspect packaging or packing, test weigh subsistence items, act as a technical advisor to procurement officers, and perform Class 3 inspections of meat (see Table 22). Thus, these incumbents seem to be performing the technical tasks associated with the specialized subsistence inspections they are responsible for. In addition, many of these incumbents are found in the Offshore Quality Control Supervisors identified in the CAREER LADDER STRUCTURE.

SEI 498 incumbents not working in an SEI 498 position, however, are not performing the same type of job. Those incumbents not in an SEI 498 position also spend a majority of their job time on subsistence inspection or food serving facilities inspection tasks; however, the nature of the tasks is quite different. These incumbents typically perform organoleptic examinations, perform Class 4 or Class 8 inspections of fruits or vegetables, or prepare APRs (see Table 23). It would appear that SEI 498 incumbents not working in all SEI 498 positions serve as first-line supervisors in a typical veterinary clinic. Thus, the jobs performed by these two groups of respondents is quite different, with only those incumbents working in an SEI 498 position performing the specialized subsistence inspection tasks. These incumbents can be found in the Veterinary Services Supervisors and Food Inspectors job groups identified earlier.

Table 24 reveals those tasks which best differentiate those incumbents possessing SEI 498 and who are or are not working in an SEI 498 position. Performing Class 3 inspections of meat, advising on contracting with civilian firms, and maintaining daily Veterinary inspection records-origin inspection forms (AF Form 1149) are indicative of those personnel working in an SEI 498 position. Supervisory tasks, such as supervising Veterinary Specialists (AFSC 90850), assigning OJT trainers, and assigning sponsors for newly assigned personnel are performed by a greater percentage of personnel not working in an SEI 498 position.



TABLE 19

REPRESENTATIVE TASKS PERFORMED BY SEI 491 INCUMBENTS WORKING IN AN SEI 491 POSITION

TASKS	PERCENT MEMBERS PERFORMING (N=41)
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHODS	76
RESTRAIN ANIMALS BY PHYSICAL METHODS	75
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHODS	75
ADMINISTER ANESTHETICS BY INTRAMUSCULAR METHOD	73
CALCULATE DRUG DOSAGES	73
COLLECT FECAL SAMPLES FOR LABORATORY ANALYSIS	71
WEIGH ANIMALS	69
ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	69
TAKE TEMPERATURES	67
RESTRAIN ANIMALS BY CHEMICAL METHODS	67
ADMINISTER ORAL MEDICATIONS	67
CARE FOR ANIMALS IN POSTOPERATIVE STATUS, SUCH AS MONITOR RECOVERY FROM ANESTHESIA	65
BANDAGE SURGICAL WOUNDS	65
EUTHANATIZE ANIMALS	63
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHOD	61
COLLECT SKIN SCRAPINGS FOR LABORATORY ANALYSIS	61
RESTRAIN ANIMALS BY MECHANICAL METHODS	61
CLEAN TEETH OF ANIMALS	61
CLEAN OPERATING ROOMS, SURGICAL SUITES, OR NECROPSY ROOMS	59
COLLECT SWAB SAMPLES	59
MAKE DETERMINATIONS BASED ON EXAMINATIONS OF FECAL SAMPLES	59
EXAMINE ANIMALS FOR EXTERNAL PARASITES	59
INVENTORY TOOLS, EQUIPMENT, OR SUPPLIES	57
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRADERMAL METHOD	57

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY SEI 491 INCUMBENTS NOT WORKING IN AN SEI 491 POSITION

TASKS	PERCENT MEMBERS PERFORMING (N=31)
WRITE CORRESPONDENCE	74
PERFORM ORGANOLEPTIC EXAMINATIONS	71
DETERMINE WORK PRIORITIES	65
PERFORM CLASS 4 INSPECTIONS OF EGGS	61
DEVELOP WORK METHODS OR PROCEDURES	61
SAFEGUARD FOOD INSPECTION STAMPS	58
PERFORM CLASS 8 INSPECTIONS OF MEAT	58
PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	58
PREPARE REQUESTS FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	58
PLAN OR SCHEDULE WORK ASSIGNMENTS	55
PERFORM CLASS 5 INSPECTIONS OF FRUITS OR VEGETABLES	55
PREPARE REPORT OF INSPECTION OF SHELL EGGS FORMS (DD FORM 1237)	55
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	55
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE ITEMS	55
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	52
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE ITEMS	52
PREPARE LABORATORY SAMPLES FOR SHIPMENT	52
PLAN FOOD INSPECTION ACTIVITIES	52
FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSITION OF DETERIORATED ITEMS	48
PREPARE REPORT OF INSPECTION OF SUBSISTENCE PRODUCTS FORMS (DD FORM 1234)	48
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	48
PREPARE APRs	48
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	48
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	48



TABLE 21

COMPARISON OF PERSONNEL HOLDING SEI 491  
(PERCENT MEMBERS PERFORMING)

TASKS	INCUMBENTS IN AN SEI 491 POSITION (N=41)	INCUMBENTS NOT IN AN SEI 491 POSITION (N=31)	DIFFERENCE
PERFORM HEALTH CHECKS ON LABORATORY ANIMALS	55	0	+55
PLACE CATHETERS INTRAVENOUSLY	55	0	+55
PASS NASO-GASTRIC TUBES INTO RESEARCH ANIMALS	53	0	+53
APPLY IDENTIFICATION MARKINGS TO LABORATORY ANIMALS	51	0	+51
LOAD OR OFFLOAD RESEARCH ANIMALS	51	0	+51
MAINTAIN INDIVIDUAL LABORATORY ANIMAL RECORDS	49	0	+49
FEED OR WATER LABORATORY ANIMALS	47	0	+47
PERFORM ORGANOLEPTIC EXAMINATIONS	14	71	-57
PERFORM CLASS 8 INSPECTIONS OF MEAT	10	58	-48
PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	12	58	-46
PLAN FOOD INSPECTION ACTIVITIES	6	52	-46
PERFORM CLASS 4 INSPECTIONS OF EGGS	16	61	-45
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	4	48	-44
PERFORM CLASS 5 INSPECTIONS OF FRUITS OR VEGETABLES	12	55	-43

TABLE 22

## REPRESENTATIVE TASKS PERFORMED BY SEI 498 PERSONNEL WORKING IN AN SEI 498 POSITION

TASKS	PERCENT MEMBERS PERFORMING (N=15)
SAFEGUARD FOOD INSPECTION STAMPS	82
INSPECT SANITARY CONDITION OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	73
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR COMMISSARY OFFICER	73
WRITE CORRESPONDENCE	68
INSPECT PACKAGING OR PACKING	68
PREPARE REPORT OF INSPECTION OF SUBSISTENCE PRODUCTS FORMS (DD FORM 1234)	64
EVALUATE PROCEDURES FOR LOADING OR TRANSPORTING SUBSISTENCE ITEMS	64
TEST WEIGH SUBSISTENCE ITEMS	64
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR CONTRACTORS, COMMISSARY OFFICERS, OR CONTRACTING OFFICERS	64
ACT AS A TECHNICAL ADVISOR TO PROCUREMENT OFFICERS	64
INSPECT DAMAGED SUBSISTENCE ITEMS	64
PLAN FOOD INSPECTION ACTIVITIES	64
PERFORM CLASS 3 INSPECTIONS OF MEAT	60
ADVISE ON CONTRACTING WITH CIVILIAN FIRMS	60
PREPARE WRITTEN REPORTS ON INSPECTION OF OFF-BASE FOOD FACILITIES	60
MAINTAIN FEDERAL OR MILITARY SUBSISTENCE SPECIFICATION LISTS OR FILES	59
DEVELOP WORK METHODS OR PROCEDURES	59
CONDUCT OJT	55
PREPARE QUALITY ASSURANCE REPRESENTATIVES' CORRESPONDENCE FORMS (DD FORM 1232)	55
MAINTAIN TARE WEIGHT INFORMATION	55
REVIEW CONTRACTS FOR PROCUREMENT OF SUBSISTENCE	55
MAINTAIN DAILY VETERINARY INSPECTION RECORD-ORIGIN INSPECTION FORMS (AF FORM 1149)	50
PREPARE STATISTICAL SAMPLING PLANS FOR INSPECTION OF SUBSISTENCE ITEMS	50
CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	50
ANALYZE FOODS FOR POSSIBLE CONTAMINATION	50



TABLE 23

## REPRESENTATIVE TASKS PERFORMED BY SEI 498 INCUMBENTS NOT WORKING IN AN SEI 498 POSITION

TASKS	PERCENT MEMBERS PERFORMING (N=36)
WRITE CORRESPONDENCE	75
PERFORM ORGANOLEPTIC EXAMINATIONS	72
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	69
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	67
MAINTAIN ADMINISTRATIVE FILES	64
EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	64
SAFEGUARD FOOD INSPECTION STAMPS	64
PLAN FOOD INSPECTION ACTIVITIES	64
INSPECT DAMAGED SUBSISTENCE ITEMS	64
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	64
PERFORM CLASS 8 INSPECTIONS OF FRUITS OR VEGETABLES	64
DEVELOP WORK METHODS OR PROCEDURES	64
PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES	61
PREPARE APRs	61
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	61
PREPARE RECOMMENDATIONS FOR SANITARY PRACTICES OR PROCEDURES	61
DETERMINE WORK PRIORITIES	61
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	61
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	61
REVIEW CONTRACTS FOR PROCUREMENT OF SUBSISTENCE ITEMS	58
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	58
SUPERVISE VETERINARY SPECIALISTS (AFSC 90850)	58
EVALUATE INSPECTION REPORTS OR PROCEDURES	58
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE ITEMS	58
PERFORM CLASS 8 INSPECTIONS OF MEAT	58

TABLE 24

COMPARISON OF PERSONNEL HOLDING SEI 498  
(PERCENT MEMBERS PERFORMING)

TASKS	INCUMBENTS IN AN SEI 498 POSITION (N=15)	INCUMBENTS NOT IN AN SEI 498 POSITION (N=36)	DIFFERENCE
PERFORM CLASS 3 INSPECTIONS OF MEAT	60	6	+54
MAINTAIN DAILY VETERINARY INSPECTION RECORD-ORIGIN INSPECTION FORMS (AF FORM 1149)	50	3	+47
PREPARE FOOD PROCUREMENT SPECIFICATIONS	36	8	+28
ADVISE ON CONTRACTING WITH CIVILIAN FIRMS	59	33	+26
PREPARE WRITTEN REPORTS ON INSPECTION OF OFF-BASE FOOD FACILITIES	59	39	+20
ACT AS A TECHNICAL ADVISOR TO PROCUREMENT OFFICER	63	44	+19
SAFEGUARD FOOD INSPECTION STAMPS	82	64	+18
PERFORM ORGANOLEPTIC EXAMINATIONS	32	72	-40
SUPERVISE VETERINARY SPECIALIST (AFSC 90850)	18	58	-40
RESEARCH SUPPLY CATALOGS	5	45	-40
IMPLEMENT OR DIRECT OJT TRAINING PROGRAMS	14	53	-39
ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	14	53	-39
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	14	53	-39
COUNSEL TRAINEES ON TRAINING PROGRESS	18	55	-37



## ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

A comparison was made on the tasks performed and the background data for DAFSC 90850 respondents assigned within CONUS versus those assigned to overseas locations. As expected, the jobs performed by these two groups are the same, however, some minor differences are noted. CONUS respondents spend 45 percent of their job time performing subsistence inspections, while overseas personnel spend 53 percent of their job time on the same duty. Some task differences were also noted, with a larger percentage of overseas respondents performing Class 5 and 6 subsistence inspections, while a larger percentage of CONUS personnel perform Class 4 and 8 inspections. Also, a larger percentage of CONUS personnel performed animal medical care tasks, such as performing microfilaria screening, than overseas incumbents (see Table 25).

Background differences between CONUS and overseas respondents were also found. Overseas incumbents perform fewer tasks (80 versus 91) and a smaller percentage perceive their job as interesting (59 percent versus 79 percent). A greater percentage of overseas respondents plan to reenlist (69 percent versus 54 percent) and have a higher average TAFMS (64 months versus 54 months).

TABLE 25

### REPRESENTATIVE TASKS WHICH BEST DISTINGUISH DAFSC 90850 CONUS AND OVERSEAS PERSONNEL (PERCENT MEMBERS PERFORMING)

TASKS	CONUS (N=289)	OVERSEAS (N=100)	DIFFERENCE
PERFORM CLASS 4 INSPECTIONS OF POULTRY	62	23	+39
PERFORM CLASS 4 INSPECTIONS OF FISH OR SHELLFISH	57	26	+31
PERFORM CLASS 8 INSPECTIONS OF POULTRY	57	31	+26
PREPARE ARMY-AIR FORCE EXCHANGE SERVICE (AAFES) SUBSISTENCE INSPECTION REPORT FORMS (AAFES FORM 6500-20)	42	19	+23
PERFORM MICROFILARIA SCREENING OR KNOTT'S TEST	39	20	+19
COLLECT FECAL SAMPLES FOR LABORATORY ANALYSIS	40	23	+17
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	52	36	+16
PREPARE ARRIVAL CONDITION REPORT-PERISHABLE SUBSISTENCE FORMS (DD FORM 1691)	3	31	-28
PERFORM CLASS 5 INSPECTIONS OF DAIRY PRODUCTS	27	44	-17
PERFORM CLASS 6 INSPECTIONS OF MEAT	18	34	-16
DETERMINE WORK PRIORITIES	31	46	-15
PERFORM CLASS 6 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	20	35	-15
PERFORM CLASS 5 INSPECTIONS OF POULTRY	36	50	-14
PERFORM CLASS 5 INSPECTIONS OF MEAT	42	55	-13

## ANALYSIS OF MAJOR COMMAND GROUPS

In addition to examining the job structure of the Veterinary career ladder, the various missions performed by the different commands were also examined. SAC, TAC, USAFE, AFSC, MAC, ATC, and AF Elements personnel make up over 80 percent of the overall manning and survey sample. By and large, the jobs performed by SAC, TAC, MAC, ATC, AAC, and AF Elements incumbents are very similar and involve primarily subsistence and food serving facilities inspection. Incumbents in these commands typically perform Class 4 and 8 inspections on various subsistence items, perform organoleptic examinations, prepare requests for and results of test forms (DD Form 1222), or determine expected shelf life or condition of goods. However, the jobs performed by incumbents in AFLC, AFSC, USAFE, and PACAF are somewhat unique to those described above, and are discussed below (see Table 26).

### AFLC

These incumbents also spend a majority of their job time on subsistence or food serving facilities inspection tasks; however, there are some unique tasks performed by these incumbents. For example, a greater percentage of AFLC personnel perform Class 4-9 inspections of operational rations and inspect inflight meals. In addition, these incumbents are somewhat involved with new military working dogs and consequently perform tasks such as briefing owners of prospective military working dogs on military working dog programs, examining military working dogs involved with bite reports, and performing physical examinations of prospective military working dogs.

### AFSC

These incumbents are differentiated due to the relatively low percentage of time spent performing subsistence and food serving facilities inspections. Instead, a greater percentage of these incumbents report spending job time on animal medical care and animal research tasks. Some AFSC incumbents are responsible for supporting animal research programs, and consequently a greater percentage of these respondents perform health checks on laboratory animals, place catheters intravenously, or record anesthesia amounts.

### USAFE

A greater percentage of these personnel perform certain subsistence inspection tasks due to their overseas location and to the local contracting of many subsistence items. Some tasks performed by greater percentages of USAFE personnel include evaluating DOD school lunch programs, performing Class 3 inspections of meat, preparing written reports of off-base food serving facilities, and preparing report of inspection of subsistence products forms (DD Form 1234).



## PACAF

These incumbents perform somewhat of a unique job in that many of the subsistence items they utilize are not contracted locally, but instead are shipped in from other government or military installations. Consequently, a smaller percentage of PACAF personnel perform Class 4 or 8 inspections, such as performing Class 4 inspections of eggs or performing Class 8 inspections of meat.

### MAJCOM Summary

SAC, MAC, TAC, ATC, AAC, and AF Elements personnel are performing the same basic jobs, which primarily involve subsistence or food serving facilities inspection tasks. A larger percentage of AFLC personnel spend time performing inspections of operational rations or inflight meals, in addition to working with new military working dogs. Some of the personnel assigned to AFSC work in animal research programs, and consequently these incumbents spend more time performing animal medical care or animal research tasks. USAFE incumbents perform several unique tasks due to the fact of their overseas location and the local contracting of various subsistence items. Finally, PACAF incumbents were noted to perform Class 4 or 8 inspections less frequently, due to the fact that most subsistence items they inspect are already government owned.

TABLE 26

SOME TASKS BEST DIFFERENTIATING MAJOR COMMAND GROUPS  
(PERCENT MEMBERS PERFORMING)

TASKS	SAC, TAC, MAC, ATC, AAC, AND AF ELEMENTS (N=444)	AFLC (N=31)	AFSC (N=74)	USAFE (N=85)	PACAF (N=46)
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	65	58	28	55	15
PERFORM CLASS 4 INSPECTIONS OF POULTRY	59	55	27	22	4
PERFORM EVALUATIONS OF ON-BASE STORAGE FACILITIES	53	39	26	51	44
PERFORM CLASS 4 INSPECTIONS OF OPERATIONAL RATIONS	33	48	14	16	4
PERFORM PHYSICAL EXAMINATIONS OF PROSPECTIVE MILITARY WORKING DOGS	6	23	1	1	2
PREPARE ECTOPARASITIC DIPS	3	6	20	2	0
RECORD ANESTHESIA AMOUNTS	9	16	27	7	6
PERFORM CLASS 3 INSPECTIONS OF MEAT	2	3	0	17	0
PREPARE WRITTEN REPORTS ON INSPECTION OF OFF-BASE FOOD FACILITIES	22	22	8	39	15
PERFORM CLASS 4 INSPECTIONS OF MEAT	63	64	32	52	4
PERFORM CLASS 8 INSPECTIONS OF FISH OR SHELLFISH	53	55	28	33	11

## ANALYSIS OF TASK DIFFICULTY

The relative difficulty of each task in the task inventory was assessed through independent ratings by 44 experienced 7- and 9-skill level Veterinary NCOs. These ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty and were standardized to have an average difficulty of 5.0 and a standard deviation of 1.0. (For a more complete description of these ratings, see the Task Factor Administration section in the INTRODUCTION.)

Table 27 lists those tasks rated the most difficult by 908X0 personnel. These tasks primarily involve supervision or food inspection, although some animal care and civic action tasks can be found. Those tasks involving Class 1 antemortem and Class 2 postmortem inspections were consistently rated among the most difficult to perform. It was interesting to note that only one of the 15 most difficult tasks were performed by more than 20 percent of the sample.

Most of the tasks rated average in difficulty seemed to be related to some type of food inspection activity (see Table 28). Some of these tasks were performing Class 9 inspections of eggs, evaluating dishwashing procedures, and performing Class 5 inspections of fish, shellfish, or poultry. Generally, these tasks are performed by a larger percentage of the 908X0 sample than the more difficult tasks.

Table 29 reveals that tasks rated the least difficult by 908X0 personnel generally involve routine laboratory animal care, food inspection, and general animal care. Tasks typically rated the least difficult were changing beddings of animal cages, feeding laboratory animals, signing commissary food receiving reports, and recording temperatures. Generally these tasks were performed by less than 20 percent of the total sample.

### Job Difficulty Index (JDI)

The Job Difficulty Index for each job type, cluster, and independent job type identified in the CAREER LADDER STRUCTURE section is listed in Table 30. (For a more detailed discussion of the JDI see the Task Factor Administration section in the INTRODUCTION.)

Veterinary Services Supervisors had a JDI of 16.7, the highest of all clusters or independent job types. Many of the supervisory tasks these incumbents commonly perform were rated high in task difficulty. These incumbents also perform a relatively large number of tasks, and this fact plus the more difficult tasks they perform are the possible reasons for the high JDI.

Veterinary Clinic Personnel had a JDI of 16.6, the second highest found. These incumbents perform a large number of tasks (157) and are involved in virtually all aspects of Veterinary services. The large number of tasks performed is probably the greatest factor in the high JDI of these incumbents.



Warehouse Inspection Personnel had the lowest JDI (8.3) of all of the major job groups identified. This finding supports the earlier conclusion that this is a limited, rather narrow job. These incumbents perform very few tasks, many of which are routine subsistence inspection or administrative tasks. The nature of the tasks and the low number of tasks performed may help to account for the very low job interest, low perceived use of talent and training, and the low expressed intent to reenlist by members of this job group.

TABLE 27

TASKS RATED THE MOST DIFFICULT BY 908X0 PERSONNEL

TASKS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING (N=690)
PERFORM CLASS 2 POSTMORTEM INSPECTIONS	8.07	2
PERFORM CLASS 1 ANTEMORTEM INSPECTIONS	7.80	2
DRAFT PLANS FOR ANIMAL CARE OR HOUSING FACILITIES	7.42	6
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.42	22
REVIEW PROPOSALS FOR MEDICAL RESEARCH	7.42	2
PREPARE FOOD PROCUREMENT SPECIFICATIONS	7.38	6
PERFORM CLASS 3 INSPECTIONS OF MEAT	7.36	3
DEVELOP COURSE CURRICULA, PLANS OF INSTRUCTION (POI), OR SPECIALTY TRAINING STANDARDS (STS)	7.34	6
GIVE BLOOD TRANSFUSIONS TO ANIMALS	7.10	3
COORDINATE WITH LOCAL GOVERNMENT AGENCIES ON TASKS RELATED TO CIVIC ACTIONS	7.06	2
REVIEW PLANS FOR NEW FOOD PRODUCING, PROCESSING, SERVING FACILITIES, OR FOR REHABILITATION OF EXISTING FACILITIES	7.04	16
PERFORM CLASS 3 INSPECTIONS OF POULTRY	6.97	1
FILL TEETH OF ANIMALS	6.95	1
ADVISE INDIGENOUS PERSONNEL IN LARGE ANIMAL DISEASE CONTROL	6.95	1
SUPERVISE INVESTIGATIONS OF FOOD-BORNE DISEASE OUTBREAKS	6.87	16

TABLE 28

## TASKS RATED AVERAGE IN DIFFICULTY BY 908X0 PERSONNEL

TASKS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING (N=690)
PREPARE PORT UNLOADING INSPECTION REPORTS	5.05	2
PREPARE RECOMMENDATIONS FOR BASE MENU PLANNING BOARDS	5.04	20
PERFORM INTRAVENOUS CYSTOGRAMS	5.04	1
PERFORM CLASS 9 INSPECTIONS OF EGGS	5.04	28
COORDINATE WORK ORDER REQUESTS WITH CIVIL ENGINEERING PERSONNEL	5.03	28
MAINTAIN VENDOR QUALITY HISTORY RECORDS	5.03	45
PERFORM CLASS 5 INSPECTIONS OF EGGS	5.01	32
REVIEW REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES	5.01	38
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	4.99	56
EVALUATE FUNGICIDES OR OTHER FISH MEDICATIONS	4.98	*
EVALUATE DISHWASHING METHODS OR PROCEDURES	4.98	39
CUT TISSUE SECTIONS	4.97	5
EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	4.97	28
PERFORM CLASS 5 INSPECTIONS OF FISH OR SHELLFISH	4.96	35
PERFORM CLASS 5 INSPECTIONS OF POULTRY	4.96	37

\* DENOTES LESS THAN ONE PERCENT

TABLE 29

## TASKS RATED THE LEAST DIFFICULT BY 908X0 PERSONNEL

TASKS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING (N=690)
FILL WATER TRAILER TANKS	1.48	*
LOAD OR OFFLOAD RESEARCH ANIMALS	2.44	4
WEIGH ANIMALS	2.53	35
INVENTORY EXCHANGED LINEN	2.54	4
COLLECT FECAL SAMPLES FOR LABORATORY ANALYSIS	2.55	30
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	2.72	21
INCINERATE ANIMAL REMAINS OR CONTAMINATED WASTES	2.75	10
DELIVER SAMPLES TO FOOD ANALYSIS LABORATORIES	2.79	25
RECORD TEMPERATURES	2.82	18
SCHEDULE USE OF INCINERATORS	2.92	3
SIGN COMMISSARY FOOD RECEIVING REPORTS	2.94	13
FEED OR WATER LABORATORY ANIMALS	2.96	4
SCHEDULE EXPERIMENTAL ANIMALS FOR SURGERY	2.99	3
CHANGE BEDDING OF ANIMAL CAGES	3.07	6
WEIGH BODY ORGANS AT TIME OF NECROPSY	3.10	9



TABLE 30

## JOB DIFFICULTY INDICES FOR CLUSTERS AND INDEPENDENT JOB TYPES

<u>CLUSTERS AND INDEPENDENT JOB TYPES</u>	<u>JOB DIFFICULTY INDEX</u>
VETERINARY SERVICES SUPERVISORS	16.7
VETERINARY CLINIC PERSONNEL	16.6
ANIMAL RESEARCH PERSONNEL	13.0
VETERINARY INSTRUCTORS	12.9
OFFSHORE QUALITY CONTROL SUPERVISORS	11.8
FOOD INSPECTORS	11.3
ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL	9.4
ANIMAL SERVICES PERSONNEL	9.0
MEDICAL EVALUATION PERSONNEL	8.7
WAREHOUSE INSPECTION PERSONNEL	8.3

## ANALYSIS OF TRAINING EMPHASIS

The relative training emphasis of each task in the inventory was assessed through the ratings of 94 experienced 7- and 9-skill level Veterinary NCOs. These ratings were processed to produce an ordered listing of all tasks in terms of their recommended emphasis in training of first enlistment personnel. These ratings had an average of 2.4 and a standard deviation of 2.0. (For a more complete description of these ratings, see the section on Task Factor Administration in the INTRODUCTION.) Training emphasis becomes important when evaluating specialty training documents, such as the Specialty Training Standard (STS) and specialty Plan of Instruction (POI).

Table 31 lists those tasks rated highest in training emphasis by 908X0 personnel. As expected, many of the tasks are commonly performed by personnel in the Veterinary Clinic Personnel or Food Inspectors clusters, the groups in which a majority of first enlistment personnel belong. All of these tasks involve some aspect of food inspection, such as performing Class 4 inspections of meat, performing Class 4 inspections of fruits or vegetables, preparing individual COLEQUAP report forms (AF Form 2063) and preparing written reports on inspection of base food serving facilities. It is interesting to note that all of these tasks rating high in training emphasis were performed by more than 40 percent of the 908X0 personnel with less than 48 months TAFMS.

Tasks rated average in training emphasis are listed in Table 32 and seem to involve food inspection, supervision, or general animal care. These tasks are generally performed by less than 20 percent of those personnel with less than 48 months TAFMS, and include acting as a technical advisor for procurement officers, inspecting processing of frozen food meals, developing work methods or procedures, and performing swab culturing procedures.

Finally, Table 33 reveals those tasks rated the lowest in training emphasis by 908X0 personnel. These tasks were either supervisory or research oriented, and less than five percent of those 908X0 personnel with less than 48 months TAFMS reported performing these tasks. Examples of these tasks rated the lowest in training emphasis would include conducting static, pilot, or dynamic toxicity studies, conducting staff meetings, and operating autogamma count systems.

These data reflect that there are a number of tasks which senior technicians in the field would recommend be emphasized in initial training. These involve a variety of Class 4 inspection tasks as well as on-base facilities inspections and various administrative tasks. A more complete listing of tasks and associated training emphasis and difficulty ratings will be forwarded to training managers for review and decisions on which tasks are more appropriate for the resident training and OJT systems.



TABLE 31

## TASKS RATED THE HIGHEST IN TRAINING EMPHASIS BY 908X0 PERSONNEL

TASKS	TRAINING EMPHASIS	PERCENT MEMBERS PERFORMING (N=277)
PERFORM CONSUMER LEVEL QUALITY AUDIT PROGRAM (COLEQUAP) INSPECTIONS	7.28	47
PERFORM CLASS 4 INSPECTIONS OF MEAT	6.99	67
PERFORM MEDICAL EVALUATIONS OF ON-BASE FOOD SERVICE FACILITIES	6.81	43
PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES	6.71	45
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	6.64	66
PREPARE INDIVIDUAL COLEQUAP REPORT FORMS (AF FORM 2063)	6.62	42
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	6.57	65
PERFORM CLASS 4 INSPECTIONS OF EGGS	6.43	67
PERFORM CLASS 4 INSPECTIONS OF POULTRY	6.43	57
INSPECT DAMAGED SUBSISTENCE ITEMS	6.40	70
PERFORM CLASS 8 INSPECTIONS OF MEAT	6.39	63
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	6.37	61
PERFORM CLASS 4 INSPECTIONS OF FISH OR SHELLFISH	6.31	52
INSPECT SUBSISTENCE ITEMS TO BE OFFERED FOR REDUCED PRICE SALES IN COMMISSARIES	6.28	61
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	6.27	68

TABLE 32

## TASKS RATED AVERAGE IN TRAINING EMPHASIS BY 908X0 PERSONNEL

TASKS	TRAINING EMPHASIS	PERCENT MEMBERS PERFORMING (N=277)
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR CONTRACTORS, COMMISSARY OFFICERS, OR CONTRACTING OFFICERS	2.50	17
REVIEW INVITATIONS FOR BIDS (IFB) FOR SUBSISTENCE PRODUCTS	2.47	4
ACT AS A TECHNICAL ADVISOR TO PROCUREMENT OFFICERS	2.47	5
PREPARE TALLY IN-OUT FORMS (AF FORM 129)	2.47	18
PREPARE SUBSISTENCE REQUEST FORMS (AF FORM 287)	2.46	10
INSPECT PROCESSING OF FROZEN FOIL PACKED MEALS	2.45	5
COLLECT TISSUE SPECIMENS AT TIME OF NECROPSY	2.44	17
MAINTAIN DAILY VETERINARY INSPECTION RECORD-ORIGIN INSPECTION FORMS (AF FORM 1149)	2.37	13
PREPARE NECROPSY OR PATHOLOGICAL FORMS	2.37	8
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	2.34	21
EVALUATE LABORATORY TEST RESULTS	2.34	22
DEVELOP WORK METHODS OR PROCEDURES	2.33	24
PERFORM SWAB CULTURING PROCEDURES	2.30	13
EVALUATE INSPECTION REPORTS OR PROCEDURES	2.29	12
DISPENSE DRUGS	2.29	33

TABLE 33

TASKS RATED THE LOWEST IN TRAINING EMPHASIS BY 908X0 PERSONNEL

TASKS	TRAINING EMPHASIS	PERCENT MEMBERS PERFORMING (N=277)
SELECT OR ASSIGN INSTRUCTORS	.00	*
SUPERVISE VETERINARY SUPERINTENDENTS (AFSC 90890)	.00	*
REVIEW PROPOSALS FOR MEDICAL RESEARCH	.05	*
INTERVIEW PROSPECTIVE CIVILIAN EMPLOYEES	.05	2
CONDUCT STAFF MEETINGS	.05	1
CONDUCT STATIC TOXICITY STUDIES	.06	*
CONDUCT PILOT TOXICITY STUDIES	.06	*
CONDUCT DYNAMIC TOXICITY STUDIES	.06	*
ASSIGN RESIDENT COURSE INSTRUCTORS	.06	*
SERVE ON JOB EVALUATION BOARDS	.06	2
PLAN LAYOUT OF FACILITIES	.06	1
PLAN OR SCHEDULE TEMPORARY DUTY (TDY) ASSIGNMENTS	.07	2
COORDINATE USE OF RESEARCH FACILITIES WITH RESEARCHERS OR INVESTIGATORS	.08	3
OPERATE AUTOGAMMA COUNT SYSTEMS	.10	*
OPERATE ATOMIC ABSORPTION SPECTROPHOTOMETERS	.10	*

\* DENOTES LESS THAN ONE PERCENT



## COMPARISON TO PREVIOUS SURVEYS

The results of this 908X0 survey were compared to those of two previous Occupational Survey Reports: AFPT 90-908-037 dated November 1970 and AFPT 90-908-220 dated November 1976. The two previous studies incorporated both the Veterinary (908X0) and Animal Specialist/Technician (908X1) career ladders. On 30 October 1976, the 908X1 career ladder merged with the 908X0 Veterinary career ladder. Thus, the results of this survey reflect the integration of the two into the 908X0 Veterinary Services career ladder. Generally, the three studies reported relatively consistent findings, with differences appearing in the following areas:

A thorough analysis of the job satisfaction indices of the first-term respondents reveal some interesting trends. Job interest and perceived utilization of talents and training seem to have remained relatively consistent over the year. However, reenlistment intentions have increased somewhat from 37 percent to the current 47 percent planning to reenlist.

The tasks and jobs performed by first enlistment incumbents has also remained relatively stable, with the tasks remaining virtually the same. These respondents have consistently spent a majority of their job time on subsistence inspections, medical evaluations of food serving facilities, and animal medical care. However, the amount of time spent on animal medical care has currently increased from ten percent to the current 20 percent of first enlistment incumbent's job time.

Finally, one difference between the studies was noted in the Veterinary career ladder structure. In the 1970 survey, an independent job type of Subsistence Inspection Administrators was reported that was not identified in the consequent studies. Only nine respondents made up this group, and these incumbents performed primarily administrative and subsistence inspection tasks. These incumbents are probably located in the Veterinary Services Supervisors cluster identified in this report.

## IMPLICATIONS

There are a number of issues concerning the future of the Veterinary career ladder. The major issues seem to be the disestablishment of the Air Force Veterinary Officers, the Army taking responsibility for all DOD Veterinary functions, the integration of the Veterinary career ladder into the Biomedical Service Corps, and the civilianization of all of the animal research positions. The data in this report could have some effect on the issues identified above and the future of the Veterinary career field.

In the 1981 Fiscal Year DOD Appropriations Bill, Congress indicated the Army would assume control of the Air Force Veterinary Corps by March 1980. Along the same lines, the Army would also gradually assume responsibility for performing all Air Force animal medical care programs with total responsibility projected by 1984. Essentially, DAFSC 908X0 personnel will gradually be involved with only subsistence inspection, food service sanitation, and food handler training, and will no longer be responsible for animal medical care. The survey data indicates this will probably have a profound impact on the career field, particularly in terms of job satisfaction and recruiting. Current job interest and reenlistment intentions are good, however, these indices may well be lowered with the gradual reduction of animal medical care. For example, the Food Inspectors identified in the CAREER LADDER STRUCTURE section will be virtually unchanged by the elimination of animal medical care responsibilities. In all probability, most of the incumbents holding DAFSC 908X0 after 1984 will be performing this type of job. The problem here is the somewhat lower job interest data for the Food Inspectors as compared to the rest of the current career field incumbents. In addition, conversations with incumbents in the field indicate that many recruits enter the 908X0 specialty for the opportunity of performing animal medical care. Recruiters may encounter difficulty finding potential 908X0 personnel once animal medical care responsibilities are eliminated from the specialty.

A final issue that will impact on the Veterinary career field is the civilianization of animal research positions currently held by SEI 491 personnel. The data in this report indicates that many SEI 491 personnel are not being utilized in animal research. Civilianization of the animal research positions will effectively eliminate a very valuable source of training and experience.

Overall, the Veterinary career field is currently very unstable with a number of very significant changes underway or anticipated. Some of these changes will greatly diminish the scope of Veterinary jobs and may seriously impact on recruiting and job satisfaction of Veterinary personnel.



## Job Type Descriptions

Listed below are brief descriptions of the job types identified in the Veterinary career ladder structure. Generally, the job types within any cluster are fairly similar, and the job performed varies little between job types. For additional information, the tables in Appendix A reveal various daily background and job satisfaction data for all of the job types identified. For further explanation of the job types identified, see the CAREER LADDER STRUCTURE section of this report.

## Veterinary Clinic Personnel

There are five job types within this cluster, and the three differentiating factors among the job types are the number of tasks performed, the amount of time spent performing substance inspections, and the amount of time spent on animal medical care. General Veterinary Personnel is the most junior job type (37 months TAFMS). These individuals spend 21 percent of their job time performing substance inspections and 33 percent of their time on animal medical care. Veterinary Specialists concentrate more on animal medical care than on substance inspections. They typically sterilize instruments or equipment or prepare surgical rooms for operations. Substance Inspection and Animal Care Personnel perform a relatively large number of tasks and seem to perform virtually all aspects of veterinary services. They perform food handling and inspect damaged substances. Substance Inspection Supervisors are the most senior job type (33 months TAFMS) and perform the greatest number of tasks (234). These individuals supervise an average of four personnel, and seem to divide their time primarily between supervisory and substance inspection tasks. Finally, Packaging, Distribution Supervisors have an average paygrade of 4.3 and oversee food handling tasks. These individuals are differentiated due to the large amount of time spent on substance inspection and supervisory tasks, while spending very little time on animal medical care. (For more information about these job types see Tables I, II, and III.)

## Food Inspection

There are five job types within this cluster, and all of them spend at least 70 percent of their job time on substance inspection tasks. COMUS Class 2 Inspectors perform the largest number of tasks (111), and seem to perform almost all aspects of substance inspections. These individuals were differentiated due to the somewhat greater amount of time spent performing COMUS substance inspection of various substance items. Organoleptic Inspectors spend 33 percent of their job time performing various substance inspection tasks. These individuals primarily concentrate on Class 4 and 5 inspections and related tasks. Facilities and Food Inspection Personnel spend more time on methods evaluating food service at storage facilities and animal medical care than the other job types. Differentiating tasks for these individuals include performing food, plate cultures of food handlers, weighing animals, or performing tests of quality or equipment such as swab. Overseer Class 2 Inspectors is the most senior job type (61 months TAFMS) and have an average paygrade of 4.3. These individuals were differentiated

## Job Type Descriptions

Listed below are brief descriptions of the job types identified in the Veterinary career ladder structure. Generally, the job types within any cluster are fairly similar, and the job performed varies little between job types. For additional information, the tables in Appendix A reveal various duty, background, and job satisfaction data for all of the job types identified. (For further explanation of the job types identified, see the CAREER LADDER STRUCTURE section of this report.)

### Veterinary Clinic Personnel

There are five job types within this cluster, and the three differentiating factors among the job types are the number of tasks performed, the amount of time spent performing subsistence inspections, and the amount of time spent on animal medical care. General Veterinary Personnel is the most junior job type (37 months TAFMS). These incumbents spend 51 percent of their job time performing subsistence inspections and 22 percent of their time on animal medical care. Veterinary Specialists concentrate more on animal medical care than on subsistence inspections. They typically sterilize instruments or equipment or prepare surgical rooms for operations. Subsistence Inspection and Animal Care Personnel perform a relatively large number of tasks and seem to perform virtually all aspects of veterinary services. They typically administer oral medications, perform finger plate cultures of food handlers, and inspect damaged subsistence items. Subsistence Inspection Supervisors are the most senior job type (177 months TAFMS) and perform the greatest number of tasks (234). These incumbents supervise an average of four personnel, and seem to divide their time primarily between supervisory and subsistence inspection tasks. Finally, Packaging Inspection Supervisors have an average paygrade of 5.3 and average 130 months TAFMS. These incumbents are differentiated due to the large amount of time spent on subsistence inspection and supervisory tasks, while spending very little time on animal medical care. (For more information about these job types see Tables I, II, and III.)

### Food Inspectors

There are five job types within this cluster, and all of them spend at least 70 percent of their job time on subsistence inspection tasks. CONUS Class 9 Inspectors perform the largest number of tasks (81), and seem to perform almost all aspects of subsistence inspections. These incumbents were differentiated due to the somewhat greater amount of time spent performing CONUS warehouse inspections of various subsistence items. Organoleptic Examiners spend 91 percent of their job time performing various subsistence inspection tasks. These incumbents generally concentrate on Class 4 and 8 inspections and related tasks. Facilities and Food Inspection Personnel spend more time on medically evaluating food service or storage facilities and animal medical care than the other job types. Differentiating tasks for these incumbents include performing finger plate cultures of food handlers, weighing animals, or performing tests of utensils or equipment such as swab. Overseas Class 9 Inspectors is the most senior job type (91 months TAFMS) and have an average paygrade of 4.3. These incumbents were differentiated



by the larger amount of time spent performing Class 5 and 9 subsistence inspections, while spending somewhat less time performing Class 4, 6, 7, and 8 inspections on various subsistence products. Junior Food Inspectors spend 88 percent of their job time performing the various subsistence inspection tasks commonly performed by some of the other job types identified. These incumbents perform the lowest number of tasks (40) and concentrate on performing Class 4 or 8 inspections of various subsistence items. (For further information about these job types, see Tables IV, V, and VI.)

#### Veterinary Services Supervisors

There are eight job types in this cluster, with all of the job types spending at least 45 percent of their job time on supervisory tasks. Generally, the best differentiating factors for these job types are the number of tasks and nature of the tasks performed. NCOICs, Public Health perform a relatively large number of tasks (157) and were also differentiated by the public health related tasks they performed. They typically plan insect or rodent control programs or supervise investigations of foodborne disease outbreaks. Off-Base Facilities Inspection Supervisors supervise the highest average of personnel (5) and all hold at least the 7-skill level. Tasks indicative of these incumbents include inspecting off-base food establishments and reviewing reports on inspection of base food serving facilities. COLEQUAP Supervisors are differentiated due to the amount of time they spend performing subsistence inspection tasks, such as performing Consumer Level Quality Audit Program (COLEQUAP) inspections, inspecting in-flight meals, and safeguarding food inspection tasks. Sanitation and Animal Care Supervisors perform the greatest number of tasks (159), but are the most junior job type in this cluster. These incumbents were differentiated due to the large amount of time spent performing animal medical care tasks. Superintendents, Veterinary Services have a relatively high average paygrade (6.9) and averaged 195 months in the career field. These incumbents spend very little time performing technical tasks, with supervisory tasks taking up 77 percent of their job time. Facilities Sanitation Inspectors spend 29 percent of their job time performing medical evaluations of food service or storage facilities. Common tasks include: performing medical evaluations of on-base food serving facilities, planning or scheduling work assignments, or evaluating inspection reports or procedures. Veterinary Services Managers spend 80 percent of their job time on supervisory tasks and supervise an average of three personnel. They are differentiated due to the managerial type tasks performed, such as interpreting policies or directives for subordinates, evaluating compliance with work standards, or evaluating work schedules. Finally, NCOICs, Veterinary Clinic have an average paygrade of 6.7 and is the most senior job type (223 months TAFMS). These incumbents perform the lowest average number of tasks (40), almost all of which are supervisory in nature. However, four percent of these incumbents' job time is spent performing animal research, and it is interesting to note that 57 percent hold SEI 491. (For further information about these job types see Tables VII, VIII, and IX.)

### Medical Evaluation Personnel

The three job types identified in this cluster are On-Base Inspectors, Off-Base Inspectors and Medical Evaluation and Food Inspection Personnel. The jobs performed by the first two job types are very similar and primarily focus on the medical evaluations of food service or storage facilities. The main differentiating factor is the greater amount of time spent performing off-base inspections by the Off-Base Inspectors. Medical Evaluation and Food Inspection Personnel performed somewhat of a unique job in that they perform both subsistence and food service facilities inspections to some degree, in addition to performing animal medical care. Tasks which best differentiate these incumbents include maintaining cleanliness in small animal clinics, dispensing drugs, and performing Class 8 inspections of meat. (For further information about these job types see Tables X, XI, and XII.)

### Animal Research Personnel

There are two job types within this cluster, which include NCOICs, Animal Research and Laboratory Animal Personnel. The greatest discrimination between these job types is the supervisory tasks performed by the NCOICs, Animal Research. Both job types perform the same technical animal research tasks, such as calculating drug dosages and administering anesthetics by intramuscular methods. (For further information about these job types see Tables X, XI, and XII.)

### Animal Services Personnel

There are five job types identified in this cluster. Zoonoses Control Personnel spend 22 percent of their job time performing zoonoses control tasks, such as coordinating with civilian authorities in bite cases occurring off-base and maintaining data on zoonotic diseases. Animal Clinic Personnel spend 56 percent of their job time performing animal medical care. These incumbents seem to work closely with military working dogs, and perform such tasks as maintaining cleanliness of working dog clinics, examining new working dogs upon receipt, and administering anesthetics by gaseous methods. Animal Care and Medical Evaluation Personnel spend 38 percent of their job time performing animal medical care and 18 percent on subsistence inspections. These incumbents were differentiated due to the relatively large amount of time spent performing subsistence inspection tasks, such as performing organoleptic examinations or Class 5 inspections of dairy products. Military Working Dog Personnel are involved with the Military Working Dog program located at Lackland AFB, Texas. They typically schedule military working dogs for examinations or treatments or maintain health records of military working dogs. Finally, Facilities Services Personnel perform somewhat of a unique job in that they spend 25 percent of their job time performing medical evaluations of food service or storage facilities in addition to performing animal medical care. Common tasks for these incumbents include performing finger plate cultures of food handlers and calculating drug dosages. (For further information about these job types, see Tables XIII, XIV, or XV.)



TABLE I  
PERCENTAGE OF TIME SPENT ON DUTIES BY JOB TYPES IN THE VETERINARY CLINIC PERSONNEL CLUSTER

DUTIES	GENERAL VETERINARY PERSONNEL (N=58)	VETERINARY SPECIALISTS (N=7)	SUBSISTENCE INSPECTION AND ANIMAL CARE PERSONNEL (N=16)	SUBSISTENCE INSPECTION SUPERVISORS (N=23)	PACKAGING INSPECTION SUPERVISORS (N=54)
ORGANIZING AND PLANNING	1	1	3	9	7
DIRECTING AND IMPLEMENTING	2	3	5	12	10
INSPECTING AND EVALUATING	1	*	3	10	8
TRAINING	2	3	4	7	6
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	2	3	4	5	3
PERFORMING SUBSISTENCE INSPECTIONS	51	29	31	32	52
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	11	9	8	9	8
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	*	*	*	1	*
PERFORMING ANIMAL SERVICES AND ZOOZOSES CONTROL PROCEDURES	5	5	5	4	1
PERFORMING ANIMAL MEDICAL CARE	22	43	31	9	2
SUPPORTING MILITARY WORKING DOG PROGRAMS	*	3	3	*	*
SUPPORTING ANIMAL RESEARCH PROGRAMS	*	*	2	*	*
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*	*	*

\* DENOTES LESS THAN ONE PERCENT

TABLE II

## BACKGROUND INFORMATION BY JOB TYPES IN THE VETERINARY CLINIC PERSONNEL CLUSTER

	GENERAL VETERINARY PERSONNEL	VETERINARY SPECIALISTS	SUBSISTENCE INSPECTION AND ANIMAL CARE PERSONNEL	SUBSISTENCE INSPECTION SUPERVISORS	PACKAGING INSPECTION SUPERVISORS
AVERAGE NUMBER OF TASKS PERFORMED	128	128	220	234	132
AVERAGE PAY GRADE	3.4	3.9	4.4	6.2	5.3
AVERAGE NUMBER OF PERSONNEL SUPERVISED	*	*	1	4	2
JOB DIFFICULTY INDEX (JDI)	14.6	14.2	17.9	20.4	17.5
DAFSC:					
90830	17%	-	-	-	-
90850	81%	100%	94%	9%	43%
90870	2%	-	6%	87%	54%
90890	-	-	-	4%	3%
CEM CODE 90800	-	-	-	-	-
AVERAGE MONTHS IN CAREER LADDER	27	44	55	142	96
AVERAGE MONTHS TAFMS	37	58	77	177	130
PERCENT IN FIRST ENLISTMENT	81%	71%	44%	4%	9%

\* INDICATES LESS THAN ONE PERCENT SUPERVISED



TABLE III

JOB INTEREST AND RELATED DATA BY JOB TYPES IN THE VETERINARY CLINIC PERSONNEL CLUSTER

	GENERAL VETERINARY PERSONNEL	VETERINARY SPECIALISTS	SUBSISTENCE INSPECTION AND ANIMAL CARE PERSONNEL	SUBSISTENCE INSPECTION SUPERVISORS	PACKAGING INSPECTION SUPERVISORS
<u>I FIND MY JOB:</u>					
NO RESPONSE	-	-	-	-	-
DULL	9%	14%	-	-	4%
SO-SO	14%	-	25%	4%	17%
INTERESTING	77%	86%	75%	96%	79%
<u>MY JOB UTILIZES MY TALENTS:</u>					
NO RESPONSE	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	12%	29%	31%	-	7%
FAIRLY WELL TO PERFECTLY	88%	71%	69%	100%	93%
<u>MY JOB UTILIZES MY TRAINING:</u>					
NO RESPONSE	-	-	-	-	2%
NOT AT ALL TO VERY LITTLE	10%	14%	20%	-	4%
FAIRLY WELL TO PERFECTLY	90%	86%	80%	100%	94%
<u>I PLAN TO REENLIST:</u>					
NO RESPONSE	-	-	-	-	-
NO	29%	43%	31%	22%	17%
PROBABLY NO	15%	14%	13%	13%	13%
PROBABLY YES	33%	14%	13%	13%	11%
YES	23%	29%	43%	52%	59%

TABLE IV

PERCENTAGE OF TIME SPENT ON DUTIES BY JOB TYPES IN THE FOOD INSPECTORS CLUSTER

DUTIES	CONUS CLASS 9 INSPECTORS (N=108)	ORGANOLEPTIC EXAMINERS (N=42)	FACILITIES AND FOOD INSPECTION PERSONNEL (N=5)	OVERSEAS CLASS 9 INSPECTORS (N=11)	JUNIOR FOOD INSPECTORS (N=13)
ORGANIZING AND PLANNING	3	1	*	2	*
DIRECTING AND IMPLEMENTING	4	*	*	5	*
INSPECTING AND EVALUATING	2	*	*	3	*
TRAINING	2	*	*	*	*
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	2	1	1	2	*
PERFORMING SUBSISTENCE INSPECTIONS	77	91	70	77	88
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	7	4	15	8	4
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	*	*	*	*	*
PERFORMING ANIMAL SERVICES AND ZOOZOSES CONTROL PROCEDURES	1	*	3	*	2
PERFORMING ANIMAL MEDICAL CARE	2	*	8	*	2
SUPPORTING MILITARY WORKING DOG PROGRAMS	*	*	*	*	*
SUPPORTING ANIMAL RESEARCH PROGRAMS	*	*	*	*	*
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*	*	*

\* DENOTES LESS THAN ONE PERCENT



TABLE V

## BACKGROUND INFORMATION BY JOB TYPES IN THE FOOD INSPECTORS CLUSTER

	CONUS CLASS 9 INSPECTORS	ORGANOLEPTIC EXAMINERS	FACILITIES AND FOOD INSPECTION PERSONNEL	OVERSEAS CLASS 9 INSPECTORS	JUNIOR FOOD INSPECTORS
AVERAGE NUMBER OF TASKS PERFORMED	81	49	60	62	40
AVERAGE PAY GRADE	4.0	3.6	2.4	4.3	3.5
AVERAGE NUMBER OF PERSONNEL SUPERVISED	1	*	*	*	*
JOB DIFFICULTY INDEX (JDI)	12.6	9.0	10.0	10.9	7.8
DAFSC:					
90830	10%	14%	40%	9%	31%
90850	76%	74%	60%	55%	46%
90870	13%	12%	-	36%	23%
90890	-	-	-	-	-
CEM CODE 90800	1%	-	-	-	-
AVERAGE MONTHS IN CAREER LADDER	55	42	13	81	39
AVERAGE MONTHS TAFMS	67	51	14	91	63
PERCENT IN FIRST ENLISTMENT	49%	69%	100%	55%	62%

\* INDICATES LESS THAN ONE PERSON SUPERVISED

TABLE VI

## JOB INTEREST AND RELATED DATA BY JOB TYPES IN THE FOOD INSPECTORS CLUSTER

	CONUS CLASS 9 INSPECTORS	ORGANOLEPTIC EXAMINERS	FACILITIES AND FOOD INSPECTION PERSONNEL	OVERSEAS CLASS 9 INSPECTORS	JUNIOR FOOD INSPECTORS
<u>I FIND MY JOB:</u>					
DULL	21%	14%	0%	18%	46%
SO-SO	9%	17%	20%	9%	8%
INTERESTING	70%	69%	80%	73%	46%
<u>MY JOB UTILIZES MY TALENTS:</u>					
NO RESPONSE	1%	5%	-	-	-
NOT AT ALL TO VERY LITTLE	21%	19%	20%	18%	46%
FAIRLY WELL TO PERFECTLY	78%	76%	80%	82%	54%
<u>MY JOB UTILIZES MY TRAINING:</u>					
NO RESPONSE	1%	2%	-	-	-
NOT AT ALL TO VERY LITTLE	10%	22%	-	18%	23%
FAIRLY WELL TO PERFECTLY	89%	76%	100%	82%	77%
<u>I PLAN TO REENLIST:</u>					
NO RESPONSE	-	-	-	9%	-
NO	18%	26%	-	27%	15%
PROBABLY NO	15%	24%	40%	9%	31%
PROBABLY YES	28%	29%	40%	37%	39%
YES	39%	21%	20%	18%	15%



TABLE VII

PERCENTAGE OF TIME SPENT ON DUTIES BY JOB TYPES IN THE VETERINARY SERVICES SUPERVISORS CLUSTER

DUTIES	OFF-BASE		SANITATION		SUPPORT		FACILITIES		VETERINARY		NCOICs	
	NCOICs PUBLIC HEALTH (N=44)	FACILITIES INSPECTION SUPV (N=6)	COLEQUAP SUPV (N=9)	SANITATION & ANIMAL CARE SUPV (N=7)	SANITATION VETERINARY SERVICES (N=7)	SANITATION INSPECTORS (N=21)	VETERINARY SERVICES MANAGERS (N=5)	VETERINAR CLINIC (N=7)				
ORGANIZING AND PLANNING	15	15	18	10	20	10	22	26				
DIRECTING AND IMPLEMENTING	18	23	21	13	25	14	24	25				
INSPECTING AND EVALUATING	19	18	14	9	21	9	21	23				
TRAINING	12	11	8	13	11	12	13	10				
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	5	6	5	5	10	4	7	5				
PERFORMING SUBSISTENCE INSPECTIONS	12	7	17	9	4	12	10	1				
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	9	12	13	13	7	29	2	2				
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	1	*	1	*	*	2	*	*				
PERFORMING ANIMAL SERVICES AND ZOOUSES CONTROL PROCEDURES	4	4	2	6	*	2	*	2				
PERFORMING ANIMAL MEDICAL CARE	4	4	2	21	1	5	*	1				
SUPPORTING MILITARY WORKING DOG PROGRAMS	*	*	*	*	*	*	*	*				
SUPPORTING ANIMAL RESEARCH PROGRAMS	*	*	*	*	*	*	*	*				
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*	*	*	*	*	*				

\* DENOTES LESS THAN ONE PERCENT

TABLE VIII

## BACKGROUND INFORMATION BY JOB TYPES IN THE VETERINARY SERVICES SUPERVISORS CLUSTER

	NCOICs PUBLIC HEALTH	OFF-BASE FACILITIES INSPECTION SUPV	COLEQUAP SUPV	SANITATION & ANIMAL CARE SUPV	SUPT VETERINARY SERVICES	FACILITIES SANITATION INSPECTORS	VETERINARY SERVICES MANAGERS	NCOICs VETERINARY CLINIC
AVERAGE NUMBER OF TASKS PERFORMED	157	113	95	159	65	74	48	40
AVERAGE PAY GRADE	7.0	6.5	6.4	5.1	6.9	5.0	5.8	6.7
AVERAGE NUMBER OF PERSONNEL SUPERVISED	5	5	2	4	4	1	3	5
JOB DIFFICULTY INDEX (JDI)	19.8	18.4	16.2	18.0	14.4	13.6	12.1	11.8
NAFSC:								
90830	-	-	-	-	-	5%	-	-
90850	9%	-	-	29%	-	57%	-	-
90870	55%	67%	100%	71%	71%	38%	80%	71%
90890	32%	33%	-	-	29%	-	20%	29%
CEM CODE 90800	4%	-	-	-	-	-	-	-
AVERAGE MONTHS IN CAREER LADDER	164	137	164	86	195	91	145	167
AVERAGE MONTH TAFMS	209	178	198	85	201	106	175	223
PERCENT IN FIRST ENLISTMENT	2%	0%	0%	14%	0%	10%	0%	0%



TABLE IX

## JOB INTEREST AND RELATED DATA BY JOB TYPES IN THE VETERINARY SERVICES SUPERVISORS CLUSTER

I FIND MY JOB:	NCOICs PUBLIC HEALTH		OFF-BASE FACILITIES INSPECTION SUPV		COLEQUAP SUPV		SANITATION & ANIMAL CARE SUPV		SUPT VETERINARY SERVICES		FACILITIES SANITATION INSPECTORS		VETERINARY SERVICES MANAGERS		NCOICs VETERINA CLINIC	
<u>I FIND MY JOB:</u>																
NO RESPONSE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DULL	-	-	-	-	-	-	14%	14%	-	-	14%	14%	-	-	14%	14%
SO-SO	7%	-	-	-	-	-	43%	43%	29%	29%	5%	5%	-	-	29%	29%
INTERESTING	93%	100%	100%	100%	100%	100%	43%	43%	71%	71%	81%	81%	100%	100%	57%	57%
<u>MY JOB UTILIZES MY TALENTS:</u>																
NO RESPONSE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	2%	-	-	-	-	-	14%	14%	14%	14%	19%	19%	-	-	-	-
FAIRLY WELL TO PERFECTLY	98%	100%	100%	100%	100%	100%	86%	86%	86%	86%	81%	81%	100%	100%	100%	100%
<u>MY JOB UTILIZES MY TRAINING:</u>																
NO RESPONSE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	2%	-	-	-	-	-	14%	14%	-	-	14%	14%	-	-	14%	14%
FAIRLY WELL TO PERFECTLY	98%	100%	100%	100%	100%	100%	86%	86%	100%	100%	86%	86%	100%	100%	86%	86%
<u>I PLAN TO REENLIST:</u>																
NO RESPONSE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NO	20%	17%	17%	17%	11%	11%	29%	29%	29%	29%	14%	14%	20%	20%	57%	57%
PROBABLY NO	7%	-	-	-	11%	11%	14%	14%	-	-	5%	5%	-	-	14%	14%
PROBABLY YES	25%	-	-	-	-	-	14%	14%	14%	14%	14%	14%	-	-	14%	14%
YES	48%	83%	83%	83%	78%	78%	43%	43%	57%	57%	67%	67%	80%	80%	15%	15%

TABLE X

REPRESENTATIVE TASKS PERFORMED BY JOB TYPES IN THE MEDICAL EVALUATION PERSONNEL AND  
ANIMAL RESEARCH PERSONNEL CLUSTERS

DUTIES	MEDICAL EVALUATION PERSONNEL			ANIMAL RESEARCH PERSONNEL	
	ON-BASE INSPECTORS (N=15)	OFF-BASE INSPECTORS (N=6)	MEDICAL EVALUATION AND FOOD INSPECTION PERSONNEL (N=7)	NCOs ANIMAL RESEARCH (N=17)	LABORATORY ANIMAL PERSONNEL (N=10)
ORGANIZING AND PLANNING	3	3	2	6	*
DIRECTING AND IMPLEMENTING	6	5	7	7	3
INSPECTING AND EVALUATING	*	7	4	6	*
TRAINING	8	9	4	4	1
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	4	*	10	3	3
PERFORMING SUBSISTENCE INSPECTIONS	7	18	32	*	*
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	64	49	21	*	*
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	1	3	*	*	*
PERFORMING ANIMAL SERVICES AND ZOOSES CONTROL PROCEDURES	*	*	6	*	*
PERFORMING ANIMAL MEDICAL CARE	5	3	13	47	65
SUPPORTING MILITARY WORKING DOG PROGRAMS	*	*	*	*	*
SUPPORTING ANIMAL RESEARCH PROGRAMS	*	*	*	26	25
PERFORMING CIVIC ACTION ACTIVITIES	*	*	*	*	*

\* DENOTES LESS THAN ONE PERCENT



TABLE XI

BACKGROUND INFORMATION BY JOB TYPES IN THE MEDICAL EVALUATION PERSONNEL AND ANIMAL  
RESEARCH PERSONNEL CLUSTERS

	MEDICAL EVALUATION PERSONNEL			ANIMAL RESEARCH PERSONNEL		
	ON-BASE INSPECTORS	OFF-BASE INSPECTORS	MEDICAL EVALUATION AND FOOD INSPECTION PERSONNEL	NCOICs ANIMAL RESEARCH	LABORATORY ANIMAL PERSONNEL	
AVERAGE NUMBER OF TASKS PERFORMED	25	50	72	157	73	
AVERAGE PAY GRADE	4.0	4.3	4.1	5.2	4.0	
AVERAGE NUMBER OF PERSONNEL SUPERVISED	*	*	*	3	*	
JOB DIFFICULTY INDEX (JDI)	7.0	10.8	10.3	16.0	8.6	
DAFSC:						
90830	13%	-	14%	-	10%	
90850	80%	100%	72%	53%	70%	
90870	7%	-	14%	47%	20%	
90890	-	-	-	-	-	
CEM CODE 90800	-	-	-	-	-	
AVERAGE MONTHS IN CAREER LADDER	42	49	49	102	46	
AVERAGE MONTHS TAFMS	65	77	74	125	56	
PERCENT IN FIRST ENLISTMENT	33%	17%	43%	18%	40%	

\* INDICATES LESS THAN ONE PERSON SUPERVISED

TABLE XII

JOB INTEREST AND RELATED DATA BY JOB TYPES IN THE MEDICAL EVALUATION PERSONNEL AND  
ANIMAL RESEARCH PERSONNEL CLUSTERS

	MEDICAL EVALUATION PERSONNEL			ANIMAL RESEARCH PERSONNEL		
	ON-BASE INSPECTORS	OFF-BASE INSPECTORS	MEDICAL EVALUATION AND FOOD INSPECTION PERSONNEL	NCOICs ANIMAL RESEARCH	LABORATORY ANIMAL PERSONNEL	
<u>I FIND MY JOB:</u>						
NO RESPONSE	-	-	-	-	-	-
DULL	-	-	14%	-	20%	
SO-SO	27%	-	14%	18%	-	
INTERESTING	73%	100%	72%	82%	80%	
<u>MY JOB UTILIZES MY TALENTS:</u>						
NO RESPONSE	-	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	20%	17%	29%	6%	20%	
FAIRLY WELL TO PERFECTLY	80%	83%	71%	94%	80%	
<u>MY JOB UTILIZES MY TRAINING:</u>						
NO RESPONSE	-	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	7%	-	29%	24%	40%	
FAIRLY WELL TO PERFECTLY	93%	100%	71%	76%	60%	
<u>I PLAN TO REENLIST:</u>						
NO RESPONSE	-	17%	-	-	-	-
NO	20%	33%	28%	35%	20%	
PROBABLY NO	13%	17%	14%	6%	30%	
PROBABLY YES	33%	17%	29%	12%	40%	
YES	34%	16%	29%	47%	10%	



TABLE XIII

PERCENTAGE OF TIME SPENT ON DUTIES BY JOB TYPES IN THE ANIMAL SERVICES PERSONNEL CLUSTER

DUTIES	ZOOZOSES CONTROL PERSONNEL (N=18)	ANIMAL CLINIC PERSONNEL (N=26)	ANIMAL CARE & MEDICAL EVALUATION PERSONNEL (N=6)	MILITARY WORKING DOG PERSONNEL (N=5)	FACILITIES SERVICES PERSONNEL (N=13)
ORGANIZING AND PLANNING	2	1	3	1	1
DIRECTING AND IMPLEMENTING	3	3	5	1	3
INSPECTING AND EVALUATING	2	3	4	*	2
TRAINING	*	2	3	*	2
PERFORMING GENERAL VETERINARY OR ADMINISTRATIVE PROCEDURES	5	5	5	1	3
PERFORMING SUBSISTENCE INSPECTIONS	1	7	18	*	7
PERFORMING ROUTINE MEDICAL EVALUATIONS OF FOOD SERVICE OR STORAGE FACILITIES	*	4	12	*	25
PERFORMING ENVIRONMENTAL HEALTH ACTIVITY SUPPORT PROCEDURES	*	*	*	*	*
PERFORMING ANIMAL SERVICES AND ZOOZOSES CONTROL PROCEDURES	22	11	7	*	10
PERFORMING ANIMAL MEDICAL CARE	60	56	38	76	44
SUPPORTING MILITARY WORKING DOG PROGRAMS	2	6	2	17	1
SUPPORTING ANIMAL RESEARCH PROGRAMS	*	1	*	*	*
PERFORM CIVIC ACTION ACTIVITIES	*	*	*	*	*

\* DENOTES LESS THAN ONE PERCENT

TABLE XIV

## BACKGROUND INFORMATION BY JOB TYPES IN THE ANIMAL SERVICES PERSONNEL CLUSTER

	ZOOUSES CONTROL PERSONNEL	ANIMAL CLINIC PERSONNEL	ANIMAL CARE & MEDICAL EVALUATION PERSONNEL	MILITARY WORKING DOG PERSONNEL	FACILITIES SERVICES PERSONNEL
AVERAGE NUMBER OF TASKS PERFORMED	45	111	127	67	48
AVERAGE PAY GRADE	4.0	4.0	5.0	4.4	4.0
AVERAGE NUMBER OF PERSONNEL SUPERVISED	*	*	*	*	*
JOB DIFFICULTY INDEX (JDI)	5.0	12.0	14.0	8.0	6.4
DAFSC:					
90830	11%	23%	-	-	15%
90850	61%	73%	83%	60%	77%
90870	28%	4%	17%	40%	8%
90890	-	-	-	-	-
CEM CODE 90800	-	-	-	-	-
AVERAGE MONTHS IN CAREER LADDER	42	35	53	50	41
AVERAGE MONTHS TAFMS	61	42	73	72	45
PERCENT IN FIRST ENLISTMENT	55%	46%	17%	20%	54%

\* INDICATES LESS THAN ONE PERSON SUPERVISED



TABLE XV

## JOB INTEREST AND RELATED DATA BY JOB TYPES IN THE ANIMAL SERVICES PERSONNEL CLUSTER

	ZOOUSES CONTROL PERSONNEL	ANIMAL CLINIC PERSONNEL	ANIMAL CARE & MEDICAL EVALUATION PERSONNEL	MILITARY WORKING DOG PERSONNEL	FACILITIES SERVICES PERSONNEL
<u>I FIND MY JOB:</u>					
NO RESPONSE	-	-	-	-	-
DULL	11%	4%	-	-	-
SO-SO	17%	12%	17%	20%	15%
INTERESTING	72%	84%	83%	80%	85%
<u>MY JOB UTILIZES MY TALENTS:</u>					
NO RESPONSE	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	22%	4%	17%	20%	8%
FAIRLY WELL TO PERFECTLY	78%	96%	83%	80%	92%
<u>MY JOB UTILIZES MY TRAINING:</u>					
NO RESPONSE	-	-	-	-	-
NOT AT ALL TO VERY LITTLE	11%	12%	33%	60%	8%
FAIRLY WELL TO PERFECTLY	89%	88%	67%	40%	92%
<u>I PLAN TO REENLIST:</u>					
NO RESPONSE	-	-	-	-	-
NO	22%	39%	17%	20%	31%
PROBABLY NO	28%	23%	33%	-	-
PROBABLY YES	22%	23%	17%	20%	39%
YES	28%	15%	33%	60%	30%

# REPRESENTATIVE TASKS PERFORMED BY VETERINARY CLINIC PERSONNEL

FUNCTION	TASK
87	PERFORM ORGANOLEPTIC EXAMINATIONS
86	INSPECT DAMAGED SUSCEPTIBLE ITEMS
85	SAFEGUARD FOOD INSPECTION STAMPS
84	PERFORM CLASS 2 INSPECTIONS OF MISCELLANEOUS SUBSTANCE PRODUCTS
83	PERFORM CLASS 4 INSPECTIONS OF MEAT
82	PERFORM REPORT OF INSPECTION OF SWELL BROS FORM (DD FORM 1231)
81	PERFORM COMBINED LEVEL QUALITY AUDIT PROGRAM (COLQAP) INSPECTIONS
80	PERFORM CLASS 2 INSPECTIONS OF MISCELLANEOUS SUBSTANCE PRODUCTS
79	PERFORM CLASS 2 INSPECTIONS OF MEAT
78	FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSITION OF DETRIORATED
77	ITEMS
76	PERFORM EVALUATIONS OF ON-BASE STORAGE FACILITIES
75	ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD
74	ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD
73	ANTHROPOMETRICALLY EXAMINE FECAL SAMPLES
72	MAKE DETERMINATIONS BASED ON EXAMINATION OF SAMPLES
71	PERFORM TESTS OF UTENSILS OR EQUIPMENT, SUCH AS Saws
70	PERFORM FOOD SERVICE PERSONNEL IN FOOD HANDLING OR PERSONAL HYGIENE
69	INSPECT IN-TIGHT MEALS
68	PERFORM FINGER PLATE CHECKS OF FOOD HANDLERS
67	EVALUATE DISHWASHING METHODS OR PROCEDURES
66	DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES
65	PERFORM FECAL SAMPLES FOR EXAMINATION
64	MAINTAIN CLEANLINESS IN SMALL ANIMAL CLINICS
63	EVALUATE PROCEDURES FOR LOADING OR TRANSPORTING SUSCEPTIBLE ITEMS
62	DEVELOP WORK METHODS OR PROCEDURES

## APPENDIX B



# REPRESENTATIVE TASKS PERFORMED BY VETERINARY CLINIC PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=167)
PERFORM ORGANOLEPTIC EXAMINATIONS	97
INSPECT DAMAGED SUBSISTENCE ITEMS	96
SAFEGUARD FOOD INSPECTION STAMPS	96
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	93
PERFORM CLASS 8 INSPECTIONS OF MEAT	93
PREPARE REPORT OF INSPECTION OF SHELL EGGS FORMS (DD FORMS 1237)	86
PERFORM CONSUMER LEVEL QUALITY AUDIT PROGRAM (COLEQUAP) INSPECTIONS	81
PERFORM CLASS 5 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	80
PERFORM CLASS 5 INSPECTIONS OF MEAT	78
FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSTION OF DETERIORATED ITEMS	76
PERFORM EVALUATIONS OF ON-BASE STORAGE FACILITIES	75
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	69
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	66
MICROSCOPICALLY EXAMINE FECAL SAMPLES	65
MAKE DETERMINATIONS BASED ON EXAMINATION OF FECAL SAMPLES	65
PERFORM TESTS OF UTENSILS OR EQUIPMENT, SUCH AS SWAB	65
TRAIN BASE FOOD SERVICE PERSONNEL IN FOOD HANDLING OR PERSONAL HYGIENE	65
INSPECT IN-FLIGHT MEALS	65
PERFORM FINGER PLATE CULTURES OF FOOD HANDLERS	64
EVALUATE DISHWASHING METHODS OR PROCEDURES	63
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	62
PREPARE FECAL SAMPLES FOR EXAMINATION	62
MAINTAIN CLEANLINESS IN SMALL ANIMAL CLINICS	62
EVALUATE PROCEDURES FOR LOADING OR TRANSPORTING SUBSISTENCE ITEMS	62
DEVELOP WORK METHODS OR PROCEDURES	62

# REPRESENTATIVE TASKS PERFORMED BY FOOD INSPECTORS

TASKS	PERCENT MEMBERS PERFORMING (N=188)
SAFEGUARD FOOD INSPECTION STAMPS	96
PERFORM ORGANOLEPTIC EXAMINATIONS	95
PERFORM CLASS 4 INSPECTIONS OF EGGS	95
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	93
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	93
INSPECT DAMAGED SUBSISTENCE ITEMS	93
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	91
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	90
PREPARE REQUEST FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	90
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	90
PERFORM CLASS 4 INSPECTIONS OF MEAT	90
TEST WEIGH SUBSISTENCE ITEMS	89
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	89
PREPARE REPORT OF INSPECTION OF SHELL EGGS FORMS (DD FORM 1237)	88
PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	87
MAINTAIN TARE WEIGHT INFORMATION	85
PERFORM CLASS 8 INSPECTIONS OF FRUITS OR VEGETABLES	85
MAINTAIN NET WEIGHT EXAMINATION RECORD FORMS (AF FORM 1553)	84
INSPECT SUBSISTENCE ITEMS TO BE OFFERED FOR REDUCED PRICE SALE IN COMMISSARIES	84
PERFORM CLASS 8 INSPECTIONS OF MEAT	83
CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	82
MAINTAIN DAILY VETERINARY FOOD INSPECTION RECORD - CLASSES 4, 5, AND 8 FORMS (AF FORM 1148)	82
PERFORM CLASS 9 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE ITEMS	81
PERFORM CLASS 8 INSPECTIONS OF EGGS	81
PERFORM CLASS 5 INSPECTIONS OF FRUITS OR VEGETABLES	78



# REPRESENTATIVE TASKS PERFORMED BY ANIMAL MEDICAL CARE AND FOOD INSPECTION PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=12)
PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	100
PERFORM TESTS OF UTENSILS OR EQUIPMENT, SUCH AS SWAB	92
MICROSCOPICALLY EXAMINE FECAL SAMPLES	92
PERFORM CLASS 4 INSPECTIONS OF MEAT	92
PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	92
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	83
PREPARE FECAL SAMPLES FOR EXAMINATION	83
SAFEGUARD FOOD INSPECTION STAMPS	83
PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	83
CLEAN OPERATING ROOMS, SURGICAL SUITES, OR NECROPSY ROOMS	83
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	83
RESTRAIN ANIMALS BY PHYSICAL METHODS	83
SET UP INSTRUMENT PACKS FOR AUTOCLAVING	83
MAINTAIN CLEANLINESS OF SMALL ANIMAL TREATMENT CLINICS	75
PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	75
PERFORM FINGER PLATE CULTURES OF FOOD HANDLERS	75
PERFORM CLASS 4 INSPECTIONS OF EGGS	75
PERFORM CLASS 8 INSPECTIONS OF FRUITS OR VEGETABLES	75
PERFORM CLASS 4 INSPECTIONS OF POULTRY	75
INSPECT DAMAGED SUBSISTENCE ITEMS	75
PREPARE REPORT OF INSPECTION OF SHELL EGGS (DD FORM 1237)	75
PREPARE SLIDES FOR MICROSCOPIC EXAMINATIONS	75
PROVIDE SUBPROFESSIONAL ADVICE IN CARE OR GROOMING OF ANIMALS	75
PERFORM ORGANOLEPTIC EXAMINATIONS	75
STERILIZE INSTRUMENTS OR EQUIPMENT	67

# REPRESENTATIVE TASK PERFORMED BY WAREHOUSE INSPECTION PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=9)
PERFORM CLASS 9 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	100
PERFORM CLASS 5 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	89
PERFORM CLASS 9 INSPECTIONS OF EGGS	78
DETERMINE EXPECTED SHELF LIFE OR CONDITION OF GOODS	78
ANALYZE FOODS FOR POSSIBLE CONTAMINATION	78
PERFORM CLASS 5 INSPECTIONS OF EGGS	78
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES	78
INSPECT DAMAGED SUBSISTENCE ITEMS	78
FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSITION OF DETERIORATED ITEMS	67
PREPARE REQUESTS FOR AND RESULTS OF TEST FORMS (DD FORM 1222)	67
PERFORM CLASS 5 INSPECTIONS OF FRUITS OR VEGETABLES	67
PERFORM CLASS 5 INSPECTIONS OF MEAT	67
PERFORM CLASS 5 INSPECTIONS OF POULTRY	67
PERFORM CLASS 5 INSPECTIONS OF FISH OR SHELLFISH	67
PERFORM CLASS 9 INSPECTIONS OF MEAT	56
PERFORM CLASS 9 INSPECTIONS OF POULTRY	56
PERFORM ORGANOLEPTIC EXAMINATIONS	56
PREPARE QUALITY ASSURANCE REPRESENTATIVES CORRESPONDENCE FORMS (DD FORM 1232)	56
PREPARE UNSATISFACTORY MATERIAL REPORT (SUBSISTENCE) FORMS (DD FORM 1608)	56
SAFEGUARD FOOD INSPECTION STAMPS	56
PERFORM CLASS 7 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE ITEMS	56
PREPARE REPORT OF INSPECTION OF SHELL EGGS (DD FORM 1237)	44
PERFORM CLASS 9 INSPECTIONS OF WATER FOODS	44
INSPECT PACKAGING OR PACKING	44
DETERMINE WORK PRIORITIES	44



# REPRESENTATIVE TASKS PERFORMED BY VETERINARY SERVICES SUPERVISORS

TASKS	PERCENT MEMBERS PERFORMING (N=129)
WRITE CORRESPONDENCE	95
DETERMINE WORK PRIORITIES	93
PLAN OR SCHEDULE WORK ASSIGNMENTS	93
PREPARE APRs	92
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	91
ESTABLISH ORGANIZATION POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	91
ASSIGN PERSONNEL TO DUTY POSITIONS	88
SUPERVISE VETERINARY SPECIALISTS (AFSC 90850)	87
DEVELOP WORK METHODS OR PROCEDURES	86
EVALUATE INSPECTION REPORTS OR PROCEDURES	85
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	82
SCHEDULE LEAVES OR PASSES	81
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	81
REVIEW REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES	79
CONDUCT OJT	79
PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES	78
EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	78
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	77
EVALUATE OJT TRAINEES	77
ANALYZE WORKLOAD REQUIREMENTS	74
DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	72
ADVISE CONTRACTORS, MEDICAL ENVIRONMENTAL, OR PUBLIC HEALTH PERSONNEL OF COMMON FOOD OR HEALTH PROBLEMS	72
TRAIN BASE FOOD SERVICE PERSONNEL IN FOOD HANDLING OR PERSONAL HYGIENE	71
PERFORM MEDICAL EVALUATIONS OF ON-BASE FOOD SERVICE FACILITIES	71
DETERMINE INDIVIDUAL TRAINING REQUIREMENTS	70

# REPRESENTATIVE TASKS PERFORMED BY OFFSHORE QUALITY CONTROL SUPERVISORS

TASKS	PERCENT MEMBERS PERFORMING (N=12)
PERFORM CLASS 3 INSPECTIONS OF MEAT	83
INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	83
MAINTAIN DAILY VETERINARY INSPECTION RECORD-ORIGIN INSPECTION FORMS (AF FORM 1149)	83
RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	83
WRITE CORRESPONDENCE	83
ADVISE CONTRACTORS, MEDICAL, ENVIRONMENTAL, OR PUBLIC HEALTH PERSONNEL OF COMMON FOOD OR HEALTH PROBLEMS	83
SAFEGUARD FOOD INSPECTION STAMPS	75
EVALUATE PROCEDURES FOR LOADING OR TRANSPORTING SUBSISTENCE ITEMS	75
INSPECT PACKING OR PACKAGING	75
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR CONTRACTORS, COMMISSARY OFFICERS, OR CONTRACTING OFFICERS	75
ACT AS A TECHNICAL ADVISOR TO PROCUREMENT OFFICERS	75
ADVISE ON CONTRACTING WITH CIVILIAN FIRMS	75
INSPECT OFF-BASE FOOD ESTABLISHMENTS	75
PREPARE WRITTEN REPORTS ON INSPECTION OF OFF-BASE FOOD FACILITIES	75
PLAN FOOD INSPECTION ACTIVITIES	75
PREPARE REPORT OF INSPECTION OF SUBSISTENCE PRODUCTS FORMS (DD FORM 1234)	67
TEST WEIGH SUBSISTENCE ITEMS	67
REVIEW CONTRACTS FOR PROCUREMENT OF SUBSISTENCE	67
DETERMINE WORK PRIORITIES	67
MAINTAIN FEDERAL OR MILITARY SUBSISTENCE SPECIFICATION LISTS OR FILES	67
MAINTAIN TARE WEIGHT INFORMATION	67
PREPARE STATISTICAL SAMPLING PLANS FOR INSPECTION OF SUBSISTENCE ITEMS	58
RESEARCH TECHNICAL PUBLICATIONS	58
DEVELOP WORK METHODS OR PROCEDURES	58
PREPARE FOOD PROCUREMENT SPECIFICATIONS	58



# REPRESENTATIVE TASKS PERFORMED BY MEDICAL EVALUATION PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=36)
PERFORM MEDICAL EVALUATIONS OF ON-BASE FOOD SERVICE FACILITIES	97
PREPARE WRITTEN REPORTS ON INSPECTIONS OF BASE FOOD SERVING FACILITIES	89
PERFORM FINGER PLATE CULTURES OF FOOD HANDLERS	89
PERFORM TESTS OF UTENSILS OR EQUIPMENT, SUCH AS SWAB	83
CONDUCT SURVEILLANCE CHECKS OF FOOD HANDLERS' HEALTH CERTIFICATES	83
PERFORM MEDICAL EVALUATIONS OF BASE VENDING MACHINES OR VENDING MACHINE OPERATIONS	81
TRAIN BASE FOOD SERVICE PERSONNEL IN FOOD HANDLING OR PERSONAL HYGIENE	78
PREPARE RECOMMENDATIONS FOR SANITARY PRACTICES OR PROCEDURES	72
PREPARE RECOMMENDATIONS FOR PROPER PRACTICES OR PROCEDURES FOR HANDLING OR STORING PERISHABLE FOODS	72
PERFORM EVALUATIONS OF ON-BASE STORAGE FACILITIES	72
REVIEW REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES	67
EVALUATE CONTRACT FOOD SERVICE SELF-INSPECTION SYSTEMS	67
COLLECT SOFT SERVE ICE CREAM SAMPLES	64
EVALUATE DISHWASHING METHODS OR PROCEDURES	58
PERFORM MEDICAL EVALUATIONS OF SOFT SERVE ICE CREAM MACHINES	50
PERFORM MEDICAL EVALUATIONS OF MOBILE FOOD VENDING OPERATIONS	50
MAINTAIN MILITARY MOTOR VEHICLES	47
DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	44
WRITE CORRESPONDENCE	44
PERFORM MEDICAL EVALUATIONS OF AIRCRAFT	39
PREPARE LABORATORY SAMPLES FOR SHIPMENT	39
PREPARE RECOMMENDATIONS FOR CONDEMNATION OR REPLACEMENT OF EQUIPMENT OR FACILITIES	36
PERFORM ORGANOLEPTIC EXAMINATIONS	33
DETERMINE EXPECTED SHELF LIFE OR CONDITION OF GOODS	31
COLLECT LABORATORY SAMPLES OF SUBSISTENCE ITEMS	31

# REPRESENTATIVE TASKS PERFORMED BY ANIMAL RESEARCH PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=28)
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	100
CALCULATE DRUG DOSAGES	100
ADMINISTER ANESTHETICS BY INTRAMUSCULAR METHOD	100
COLLECT BLOOD SAMPLES	100
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	100
ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	100
WEIGH ANIMALS	96
PERFORM HEALTH CHECKS ON LABORATORY ANIMALS	96
ADMINISTER ORAL MEDICATIONS	96
COLLECT FECAL SAMPLES FOR LABORATORY ANALYSIS	96
RESTRAIN ANIMALS BY PHYSICAL METHODS	93
RESTRAIN ANIMALS BY CHEMICAL METHODS	93
EUTHANATIZE ANIMALS	93
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRADERMAL METHOD	89
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHOD	89
PASS NASO-GASTRIC TUBES INTO RESEARCH ANIMALS	89
APPLY IDENTIFICATION MARKINGS TO LABORATORY ANIMALS	89
BANDAGE SURGICAL WOUNDS	89
PLACE CATHETERS INTRAVENOUSLY	89
RESTRAIN ANIMALS BY MECHANICAL METHODS	86
COLLECT SWAB SAMPLES	86
TAKE TEMPERATURES	86
MAINTAIN INDIVIDUAL LABORATORY ANIMAL RECORDS	82
CARE FOR ANIMALS IN POSTOPERATIVE STATUS, SUCH AS MONITOR RECOVERY FROM ANESTHESIA	82
RECORD ANESTHESIA AMOUNTS	79



# REPRESENTATIVE TASKS PERFORMED BY ANIMAL SERVICES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=71)
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	99
ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	97
MICROSCOPICALLY EXAMINE FECAL SAMPLES	93
MAKE DETERMINATIONS BASED ON EXAMINATION OF FECAL SAMPLES	90
MAINTAIN CLEANLINESS OF SMALL ANIMAL TREATMENT CLINICS	89
RESTRAIN ANIMALS BY PHYSICAL METHODS	89
PREPARE FECAL SAMPLES FOR EXAMINATION	87
TAKE TEMPERATURES	87
CLEAN OPERATING ROOMS, SURGICAL SUITES, OR NECROPSY ROOMS	82
DISPENSE DRUGS	80
SET UP INSTRUMENT PACKS FOR AUTOCLAVING	79
WEIGH ANIMALS	79
PROVIDE SUBPROFESSIONAL ADVICE IN CARE OR GROOMING OF ANIMALS	77
PERFORM MICROFILARIA SCREENING OR KNOTT'S TESTS	76
MAINTAIN ORDER IN SMALL ANIMAL TREATMENT CLINICS	73
MAINTAIN HEALTH RECORDS OF PRIVATELY OWNED ANIMALS	73
ADMINISTER ORAL MEDICATIONS	73
STERILIZE INSTRUMENTS OR EQUIPMENT	73
CALCULATE DRUG DOSAGES	72
COORDINATE WITH MILITARY AUTHORITIES IN ON-BASE ANIMAL BITE CASES	72
COLLECT FECAL SAMPLES FOR LABORATORY ANALYSIS	70
PREPARE SLIDES FOR MICROSCOPIC EXAMINATIONS	70
CARE FOR ANIMALS IN POSTOPERATIVE STATUS, SUCH AS MONITOR RECOVERY FROM ANESTHESIA	70
COLLECT FUNDS IN ANIMAL CLINICS	68
EXAMINE ANIMALS FOR EXTERNAL PARASITES	68

# REPRESENTATIVE TASKS PERFORMED BY VETERINARY INSTRUCTORS

TASKS	PERCENT MEMBERS PERFORMING (N=5)
CONDUCT FORMAL CLASSROOM INSTRUCTION	100
CONDUCT RESIDENT COURSE CLASSROOM TRAINING	100
WRITE TEST QUESTIONS	100
DEVELOP COURSE CURRICULA, PLANS OF INSTRUCTION (POI), OR SPECIALTY TRAINING STANDARD (STS)	100
COUNSEL TRAINEES ON TRAINING PROGRESS	100
DETERMINE WORK PRIORITIES	100
EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS	100
ATTEND TRAINING CONFERENCES OR BRIEFINGS	100
ADMINISTER OR SCORE TESTS	100
EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	80
PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	80
SELECT OR ASSIGN INSTRUCTORS	80
DETERMINE RESIDENT COURSE TRAINING REQUIREMENTS	80
MAINTAIN STUDY REFERENCE FILES	80
CONDUCT TRAINING CONFERENCES OR BRIEFINGS	80
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	80
IMPLEMENT OR DIRECT TRAINING PROGRAMS OTHER THAN OJT	60
WRITE TRAINING REPORTS	60
EVALUATE ADMINISTRATIVE FORMS, FILES, AND PROCEDURES	60
MAINTAIN REFERENCE FILES	60
MAINTAIN ADMINISTRATIVE FILES	60
DEVELOP WORK METHODS OR PROCEDURES	60
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	60
WRITE CORRESPONDENCE	60
PLAN OR PREPARE BRIEFINGS	60



**DAT**  
**FILM**

**6-8**